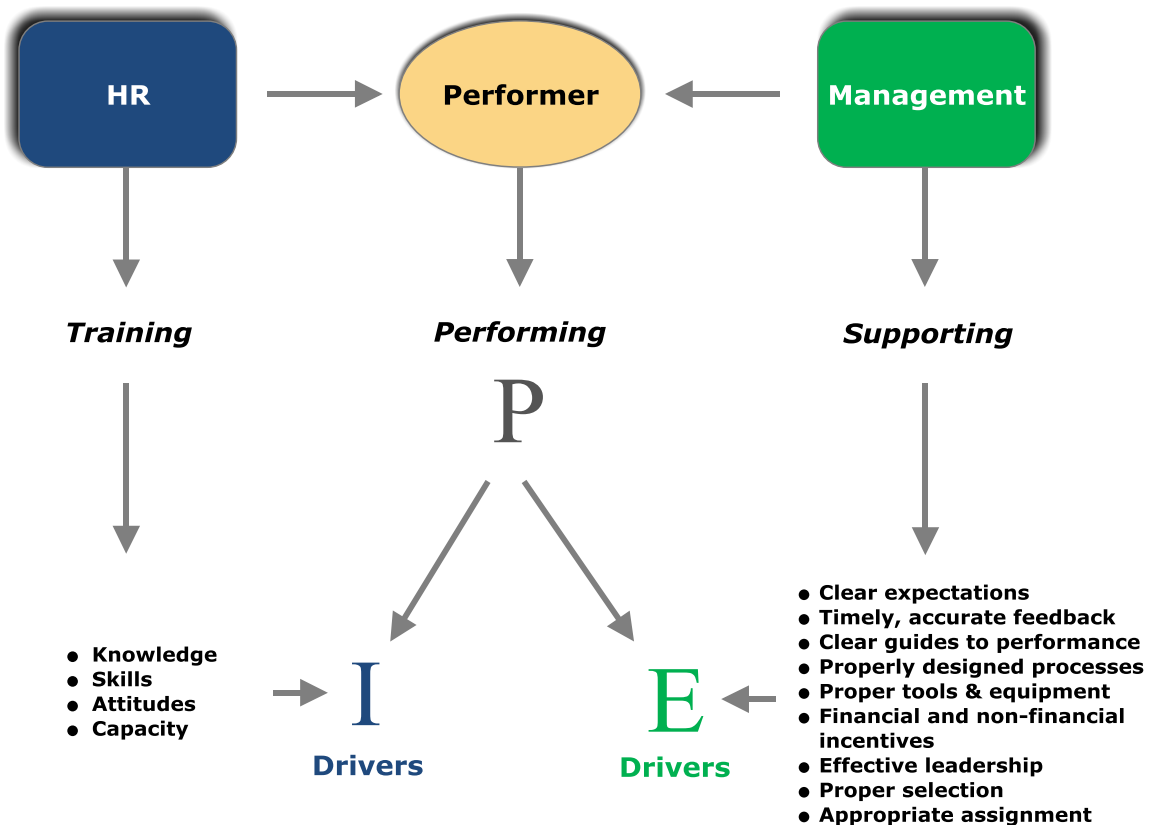


# Tools for Knowledge Workers

## Douglas McGregor meets Tom Gilbert



Douglas McGregor asserted that a person's performance is a function of individual and environmental variables:  $P = f(I...E...)$ . Thomas F Gilbert, acknowledged by many as one of the creators of human performance technology, made a similar assertion. The diagram above illustrates those individual and environmental variables generally considered to affect a person's performance in the workplace. It also illustrates the roles HR and management play in ensuring that a given person can perform as expected or required. For more about this view of human performance, click [here](#).

