

THE POWER HIVE

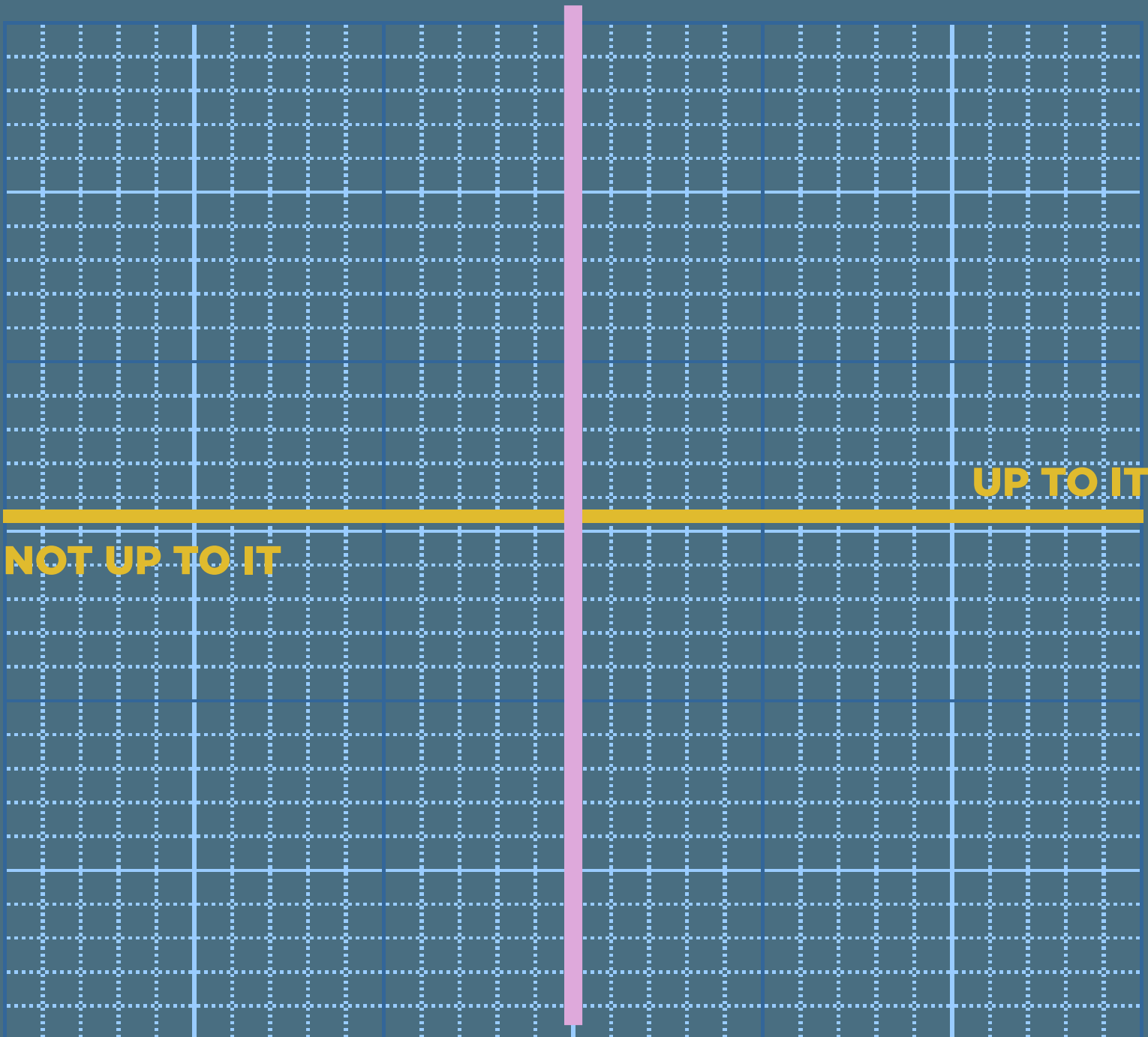


THE "UP TO IT" / "UP FOR IT" FRAMEWORK

A QUICK EXERCISE DEVELOPED BY RUSSELL CLEMENTS TO HELP TRACK YOUR EMPLOYEE ENGAGEMENT

Simply plot your employees onto the below grid to ascertain whether they are up for the job and show enthusiasm ("up for it") alongside their competency level ("up to it"). This should give you 4 wide categories of employee. You may see patterns emerge, for example, those who are not "up to it" but are "up for it" may be junior recruits who need assistance with training. Your ultimate goal is to have as many employees in the "up for it" and "up to it" section! Watch out for those deemed "not up for it" but "up to it" as these are the people who may be detrimental to your company culture and cause tension within the business.

UP FOR IT



UP TO IT

NOT UP TO IT

NOT UP FOR IT