



## The Performance Equation

The Performance Equation is a very simple framework for considering and improving performance. The Performance of an individual or a team is the result of their Potential (how good they could be) minus Interference (what gets in the way). Teams can increase Potential with effective training and development, and they can reduce Interference by stopping to consider and committing to change the things that get in the way. Typical interference might be unclear objectives, lack of training, insufficient resources, or lack of commitment. It is important to create the conditions for honest conversation if interference is to be addressed.

$$P = p - i$$

Performance = potential - interference



Read a full description  
on page 90-91 of  
The Leadership Book.



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