

# Performance Advantage™ - Empowerment Model

**Expectations/  
Success Factors**

## **Resources**

- People
- Information
- Training
- Processes
- Skills

**Leaders empower  
success by  
defining borders  
and boundaries**

## **Restrictions**

- Non-negotiables
- Budgets
- Level of Authority
  - Act when/as directed
  - Research & consult
  - Keep apprised
  - Just do it

## **Timeframes**

- Time/hours dedicated
- Milestones
- Completion Date

Project \_\_\_\_\_  
Individual \_\_\_\_\_

Leader \_\_\_\_\_  
Date \_\_\_\_\_

**Expectation/Success Factors**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Resources**

Existing: \_\_\_\_\_  
\_\_\_\_\_

To Be Acquired: \_\_\_\_\_  
\_\_\_\_\_

**Restrictions**

Budget: \_\_\_\_\_  
Authority Level: \_\_\_\_\_  
Non-Negotiables: \_\_\_\_\_  
Other: \_\_\_\_\_

**Timeframes**

Total Hours Dedicated: \_\_\_\_\_  
Completion Date: \_\_\_\_\_  
First Milestone: \_\_\_\_\_  
Other Milestones: \_\_\_\_\_

**PerformanceAdvantage™ – How Well Do You Know Your Direct Reports?**

Direct Report Name	Behavior Style	Feedback Approach				