3A+ Development Framework

When and With Whom Might You Use This Tool?

Use this tool to build the outward mindset into your conception of your performance and the performance of the members of your team. If you would like, you can utilize this framework in conjunction with the Report Down, Report Up, and Progress Discussion tools.

Capability
Skills and aptitude

3 All necessary capabilities to succeed in role

2 With training, could be a 3 in role

1 Can't reasonably become a 3 in role

Impact
Helpfulness to others

A Positive impact on others

B Mixed impact on others

C Negative impact on others

Effort
Diligence and focus (Overall and by role)

+ Gives necessary attention to achieve objectives

Does not give necessary attention to achieve objectives

How to Use It

1. Write your roles in column 1.

2. For each role, note your recent efforts and results.

3. Rate yourself. For any shortfall in performance, what does it derive from—a shortfall in Capability? Impact? Effort? Given your performance, rate yourself in each role on the 3A+ scale.

4. Action plan. What do you need to do to improve your performance in each of your roles?

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3A+ Development Framework

	CAPABILITY	IMPACT	EFFORT
3.	3	A	+
	2	B	−
	1	C	

1. Roles

1				
2				
3				
4				

2. Recent Efforts and Results

4. Action Plan:

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