

KPI SPOT DETECTOR

ARE EACH OF YOUR PEOPLE IN THE RIGHT SPOT?

If they are not in their spots, they will malfunction and you will be frustrated. As a result, you will never be able to completely outsource and rise. You will always be forced to do their work and will not be able to get your business off ground running.

In order for someone to be in the right spot, to step up, and to ultimately fill the opening you have created, he or she must understand their KPI, love their KPI, and have the capacity to deliver their KPI

If any one of the three is a **"NO,"** it is never going to happen, most often.(99%)

SPOT
NAME

- _____
- _____
- _____
- _____
- _____

DO THEY:

Understand their KPI?

- Do all of the neurons in his or her brain connect when you explain and they do the job?
- Does he or she get all of the ins and outs of the position?
- Not everyone gets it, and it's not a bad thing. He or she just needs to be in a different spot.

YES

NO

Love their KPI?

- Does he or she genuinely love to do the job?
- Does he or she get up every morning wanting to do it?
- You can't pay, motivate, force, or beg him or her to love it. He or she has to love it on his or her own.
- Sometimes people understand it and have the capacity, but just don't love it anymore.

Have the Capacity to execute their KPI?

- Does he or she have the mental, physical, spiritual, time, knowledge and emotional capacity to do the job?
- Sometimes this one is negotiable. While not understanding it or loving it are deal-killers, a problem of capacity can be solved, although rarely. If you believe the person can gain the capacity and you are willing to invest the time, resources, and energy for him or her to do so, do it. It is just that most growing company don't have the luxury of waiting one to three years for someone to gain the capacity and need the spot requires now.

