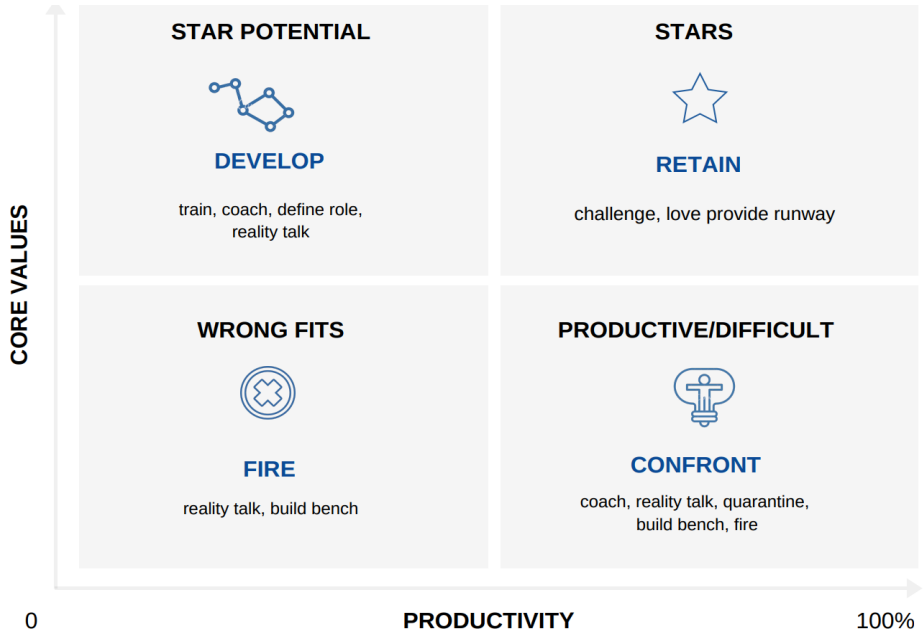
HOW TO GET THE RIGHT PEOPLE IN THE RIGHT SEATS **CHEAT SHEET**

WE EVALUATE PEOPLE BASED ON 2 CRITERIA:

1. How well they live out our core values
2. How productive they are in their current role



A PLAYERS NEED:

- ✓ Encouragement
- ✓ Development opportunities
- ✓ Recognition
- ✓ Perks
- ✓ Challenge
- ✓ Trust

B PLAYERS NEED:

- ✓ Training
- ✓ Role adjustment
- ✓ Coaching
- ✓ Reality talk

Don't worry about your B players leaving. It isn't likely, and if they do, that's a good thing.

A PLAYERS LEAVE BECAUSE:

- ✓ They work with, or report to non-A players
- ✓ They've run out of challenge
- ✓ They don't feel alignment with culture
- ✓ They feel under appreciated

C PLAYERS NEED:

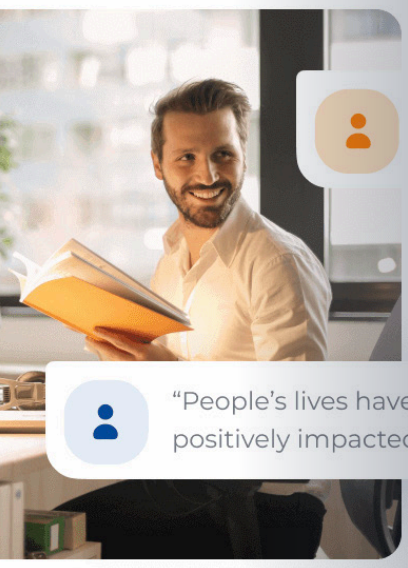
- ✓ A reality talk
- ✓ To be released

D PLAYERS NEED:

- ✓ Coaching
- ✓ To be quarantined
- ✓ Reality talk
- ✓ To be fired if these interventions don't work

MASTER **TIPS**

- ✓ You get better at conducting reality talks with practice
- ✓ We tend to score people better than they really are
- ✓ Change the people or change the people
- ✓ We are evaluating people based on their performance in their current role, not on their value as people
- ✓ It is not nice to tolerate under performance





Getting People Right (GPR) is an educational website providing its students with practical education in entrepreneurial leadership.

GPR’s leadership courses will teach you the practical skills you need to build strong teams and enhance your career. The curriculum has been developed by a faculty that has experience successfully scaling businesses and in the coaching of high growth organizations. Our mission is to teach business owners, managers and career builders how to build strong teams by putting the right people in the right seats.

GPR also offers free leadership resources including articles, templates, tips, cheat sheets and reading lists.

Visit **gettingpeopleright.com** to learn more!



Certificate in Leadership Fundamentals Starts at $499

Access to 10 of Getting People Right’s Flagship Courses:

- Discovering and implementing core values
- Building a one-page strategic business plan
- Using DISC Personality testing at work and home
- Learning the process to hire a-players
- Objectively assessing your team
- Enhancing your career through delegation
- Coaching based performance reviews
- Dealing with under performers
- How to fire with minimum pain and drama
- Building your personal annual plan

Start Learning Today