Tool 8-5. Environmental Factors Affecting Performance

Environmental Factor	Appears to Affect Performance (Check [✓] relevant ones)	Evidence or Findings	Recommended Intervention
Physical Factors			
Uncomfortable or poorly designed workspace	☐		
Noise or visual distractions	☐		
Inadequate lighting	☐		
Poor access to required resources or materials	☐		
Poorly adapted tools or equipment	☐		
Safety threats	☐		
Difficulty getting to work site	☐		
Health and wellness issues	☐		
Social-Cultural Factors			
Language issues	☐		
Cultural issues	☐		
Ethnicity issues	☐		
Gender issues	☐		
Status issues	☐		
Corporate culture at odds with local cultures	☐		
Geographic differences	☐		
Work style conflicts	☐		
Historical issues	☐		
Educational inadequacies or disparities	☐		
Work Systems or Processes Factors			
System or process incompatibilities	☐		
Site operations diversity	☐		
System or process disconnects	☐		
Inefficiencies	☐		
Competing systems or processes	☐		
Lack of documented, uniform processes	☐		

Environmental Factor	Appears to Affect Performance (Check [✓] relevant ones)	Evidence or Findings	Recommended Intervention
Management Factors			
Informal leadership unsupportive	☐		
Management style resistance	☐		
Management systems resistance (viewed as unfair)	☐		
Levels of hierarchy	☐		
Inconsistencies in management practices	☐		
Lack of committed sponsorship	☐		
Recognition or reward practices viewed as inadequate, unfair, or inconsistent	☐		
Lack of management credibility	☐		
Poor management communication style	☐		
Psychological Factors			
Change perceived as bothersome, a nuisance, or threatening	☐		
Change perceived as burdensome (adds more work)	☐		
Change perceived as difficult	☐		
Change perceived as not in the performer's best interest	☐		
Change perceived as flavor-of-the-month	☐		