

# Managing Performance

The Human Dynamics of Performance



Using Human Dynamics to Manage Workplace Performance

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**The following slide**

**“The Human Dynamics of Performance Cycle”  
depicts the five elements of the human  
dynamics of performance and their  
relationship to one another.**



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This cycle depicts the Human Dynamic of Workplace Performance

The key is to ensure that each element is addressed in order one to five.



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The following are management actions to utilise the Human Dynamics of Performance.

1. **Performance Purpose** – provide a personal meaning and context through career planning which is linked to life needs and personal (Noetic) meaning;
2. **Performance Requirements** – develop clear and precise KRAs, KPIs, Values Driven Behaviours, Organisational values to be expressed as behavioural requirements;
3. **Performance Management and Feedback** – ensure managers and leaders have the systems and tools to track feedback and then provide that feedback in an emotionally intelligent way;
4. **Performance Development** –training (off-site and in-situ), coaching and mentoring; and
5. **Recognition and Rewards** –recognition and appreciation followed by rewards one of which is money (e.g. IE RIBS methodology).



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## Conclusion

Human beings act to achieve an outcome, the action designed to fulfill personal needs, which is why they work.

Workplace actions are directed by others to meet needs external to a person, so that person needs to know if, and how, the external need is being met. This is why goals and feedback are essential.

Human beings are also seeking existential purpose and to self-actualise by creating personal meaning. Hence, good people management helps work action fit within a person's life context, which means starting with step one in the Human Dynamics Performance Cycle.

Rewards and recognition are crucial because they complete the performance cycle by meeting a persons' basic and existential needs, money meeting a basic need and recognition meeting an existential and higher need.



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**This concludes the “Managing Performance” presentation.  
I trust this material has helped clarify ideas related to people  
and performance.**

**Kinematic can assist with all five components of the  
Performance Management cycle.**

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