

Willing and Able Matrix[®]

Mayer/Dufresne 2008

The Basic View

	Able	Unable
Willing	Willing and Able	Willing and Unable
Unwilling	Unwilling and Able	Unwilling and Unable

The Distribution

	Able	Unable
Willing	Willing and Able 10%	Willing and Unable 40%
Unwilling	Unwilling and Able 40%	Unwilling and Unable 10%

Reasonable Effort With

	Able	Unable
Willing	<p>Willing and Able</p> <p>Leading</p>	<p>Willing and Unable</p> <p>Teaching</p>
Unwilling	<p>Unwilling and Able</p> <p>Motivating</p>	<p>Unwilling and Unable</p> <p>Reassigning</p>

Probable Results After Reasonable Time

	Able	Unable
Willing	<p>Willing and Able</p> <p>Mentors</p> <p>Critical Seats</p>	<p>Willing and Unable</p> <p>Apprentices</p> <p>Middle Seats</p>
Unwilling	<p>Unwilling and Able</p> <p>Dangerous</p> <p>Off the Bus</p>	<p>Unwilling and Unable</p> <p>Unacceptable</p> <p>Back Seats</p>

Without A Shift

Able

Unable

Willing

<p>Willing and Able</p> <p>20% of our effort</p> <p>50% of their effort >>></p>	<p>Willing and Unable</p> <p>60% of our effort</p> <p>= 110% effort – learning and demonstrating</p>
<p>Unwilling and Able</p> <p>10% of our effort</p> <p>Terminating & Replacing</p>	<p>Unwilling and Unable</p> <p>10% of our effort</p> <p>Reassigning & Replacing</p>

Unwilling