Growth Performance

FIVE PERFORMANCE MOMENTS

# Implementation Checklist

Embedding Five Performance Moments into a learning or performance ecosystem. Use this checklist when introducing the model into a client academy, toolkit, or programme architecture.

**Good implementation principle:** The model works best when it changes design behaviour, not only language. Its value comes from rebalancing investment across formal learning, practice, workflow support, and change enablement.

## CHECKLIST BY IMPLEMENTATION AREA

### POSITIONING

- [ ] Define the model in your own language and visuals.
- [ ] Introduce the model to key stakeholders before using it in client work.

### SCOPING

- [ ] Add a performance-moment diagnosis step to discovery conversations.
- [ ] Use the diagnostic worksheet before recommending any solution.

### DESIGN

- [ ] Map each intervention to a primary moment.
- [ ] Check that Perform and Recover are not under-supported relative to Prepare.

### RESOURCES

- [ ] Create at least one download or tool for each moment.
- [ ] Ensure workflow support tools are accessible at the point of work.

### MANAGERS

- [ ] Provide the manager conversation guide and question set.
- [ ] Brief managers on how to identify the dominant moment before offering support.

### WORKFLOW

- [ ] Embed prompts and tools in existing channels where possible.
- [ ] Confirm support is accessible on the device used at the point of work.

### GOVERNANCE

- [ ] Assign ownership for updating resources over time.
- [ ] Set a review cycle for all workflow support tools.

### MEASUREMENT

- [ ] Track usage, confidence, error rates, or speed to competence.
- [ ] Measure outcomes that reflect each moment, not only post-training satisfaction.

### REVIEW

- [ ] Audit whether provision is over-weighted towards Prepare.
- [ ] Confirm Recover support exists and is fast to use in the moment of need.

## NOTES

PROGRAMME OR ACADEMY THIS CHECKLIST APPLIES TO

KEY GAPS IDENTIFIED

PRIORITY ACTIONS

Based on: Baldwin & Ford (1988); Billett (2001); Rossett & Schafer (2006); Grossman & Salas (2011); Salas et al. (2012); Kauffeld, Decius & Grassmann (2025). Growth Performance © 2026.

**Want help putting this into practice?**

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