

# AREAS FOR IMPROVEMENT

*In this area is a listing of possible limitations without regard to a specific job. Review with Clay and cross out those limitations that do not apply. Highlight 1 to 3 limitations that are hindering his performance and develop an action plan to eliminate or reduce this hindrance.*

Clay has a tendency to:

- Need help in prioritizing new assignments.
- Dislike change if he feels the change is unwarranted.
- Yield to avoid controversy--attempt to avoid the antagonistic environment.
- Avoid accountability by overstating the complexity of the situation.
- Hold a grudge if his personal beliefs are attacked.
- Tendency to underestimate his abilities.
- Become resistive and indecisive when forced to act quickly. Without proper information he will resist in a passive-aggressive manner.
- Not take action against those who challenge or break the rules or guidelines.