

# Managing Performance from your Couch

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**JASON LAURITSEN**





# CULTIVATION

A wide-angle photograph of a lush green agricultural field, likely a soybean field, with rows of crops stretching towards the horizon. The sky is bright blue with scattered white clouds. The word "CULTIVATION" is overlaid in large, bold, orange capital letters across the center of the image.

# Cultivation Mindset



Believe growth and  
performance are the  
default.

# Cultivation Mindset

A top-down view of gardening tools and a seedling on dark soil. The tools include a black trowel with a wooden handle, a silver fork with a wooden handle, and several small, empty, light-brown biodegradable pots. A small green seedling with five leaves is placed on the soil. The soil is dark brown and rich.

Trust that when people  
have what they need, they  
will choose to perform.

# Cultivation Mindset

A top-down view of gardening tools and a seedling on dark soil. The tools include a black trowel with a light-colored handle, a silver fork with a wooden handle, and several small, empty, light-brown biodegradable pots. A small green seedling with five leaves is positioned in the center. The background is a rich, dark brown soil.

Know what your people  
need and provide it.

# Cultivation Mindset

Identify and remove  
obstacles.





# Cultivation Mindset

Understand that needs  
constantly change.





**PRODUCTION**  
Mindset

**VS**



**CULTIVATION**  
Mindset

Have you ever  
met someone  
who you believe  
wakes up every  
day **hoping to  
fail?**



# CULTIVATION MINDSET

Given the  
opportunity and  
means, people will  
choose to succeed  
every time.





# The 5 Obstacles to Remote Performance

**JL**

#1

“I am not clear  
about what’s  
expected of me.”



# What to do



*If it matters,  
write it down.*

# What to do



## Written Expectations

- ✓ Job performance
- ✓ Behavior
- ✓ Communication
- ✓ Well-being



#2

“I am not aware that I’m failing to meet expectations.”



# What to do



1. Clear Measures
2. Create visibility
3. Provide feedback

#3

“I don’t know how  
to perform as  
expected.”



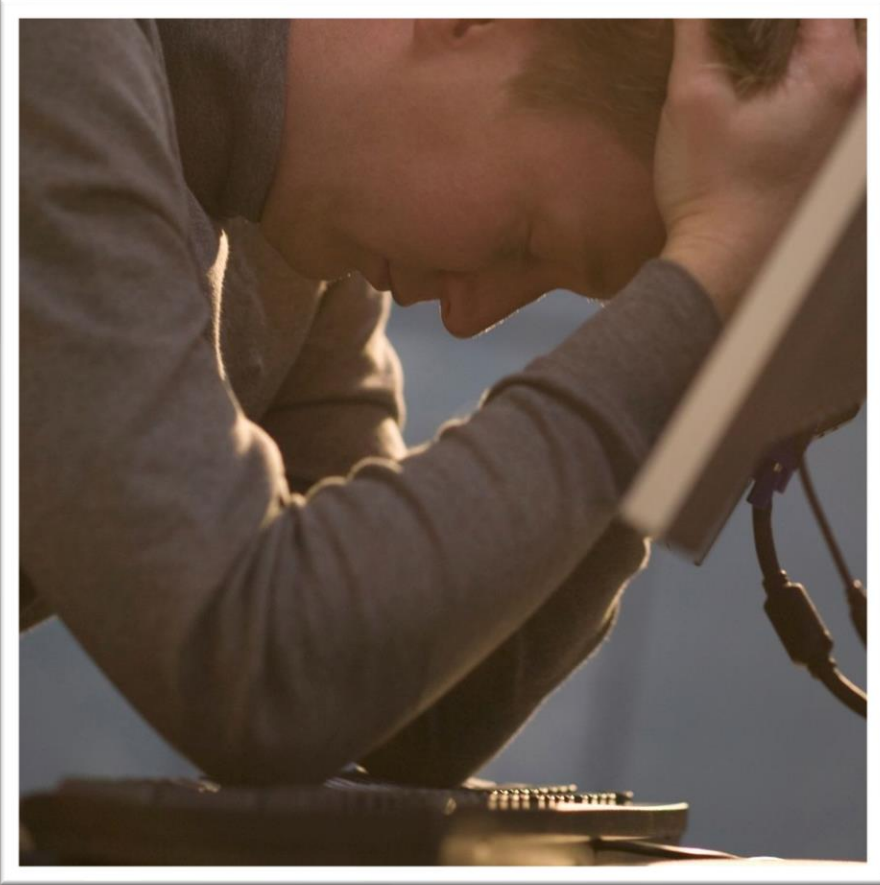


#4

“I’m unable to meet  
my expectations.”



# What to do



1. Well-being check
2. Clarify stakes
3. Help transition

#5

“I choose not to  
meet my  
expectations.”



# What to do



## DECISION TIME

1. Written plan from employee
2. Time to go



# Checklist

1. Clarity
2. Feedback
3. Know how
4. Capability
5. Willingness



# [gettalk.at/hci22](http://gettalk.at/hci22)

- ✓ Slides
- ✓ How to Check-in (PDF)
- ✓ Online resources
- ✓ My contact info

**FREE  
RESOURCES**



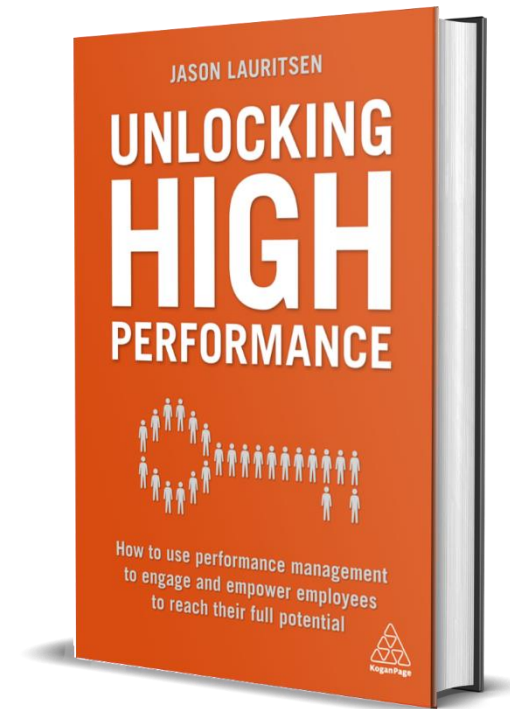
# LET'S CONNECT

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