

## 6 Signs of When Performance Goals May Be at Risk

### Goal Misalignment

**Question for Managers to Ask**

- Are team members frequently asking for clarification on priorities or objectives?
- Do you notice inconsistencies between individual actions and stated organizational priorities?

**Risk Indicators**

- Employee working on tasks unrelated to key objectives
- Confusion or disagreement about project priorities

### Progress Stagnation

**Question for Managers to Ask**

- Has there been a lack of measurable progress on key projects in the past month?
- Are deadlines consistently being missed or extended?

**Risk Indicators**

- Repeated requests for deadline extensions
- Inability to demonstrate concrete progress during check-ins

### Resource Constraints

**Question for Managers to Ask**

- Are team members regularly working overtime/weekends to meet basic expectations?
- Have there been multiple requests for additional resources or support?

**Risk Indicators**

- Increased stress levels and burnout symptoms among team members
- Projects stalling due to lack of necessary tools or other needed resources

### Communication Barriers

**Question for Managers to Ask**

- Has there been a decrease in the frequency or quality of status updates?
- Are team members expressing frustration about lack of information or guidance?

**Risk Indicators**

- Misunderstandings leading to duplicated or conflicting efforts
- Surprise revelations of major issues late in projects

### Interpersonal Conflicts

**Question for Managers to Ask**

- Have you observed an increase in tension or disagreements among team members?
- Are there signs of siloed work or lack of collaboration?

**Risk Indicators**

- Reduced information sharing between team members, departments, business units, etc.
- Visible discomfort or avoidance between certain individuals during meetings

### Decision Roadblocks

**Question for Managers to Ask**

- Are decisions being made in a timely manner, or is there frequent indecision or procrastination?
- Is there a clear process for escalating decisions when necessary?

**Risk Indicators**

- Missed opportunities due to delayed decision-making
- Frequent reversal of decisions, leading to confusion and wasted resources