

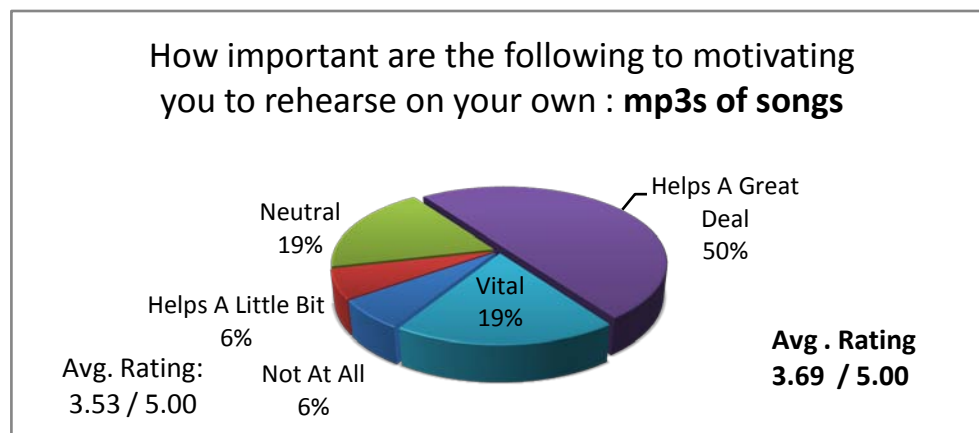
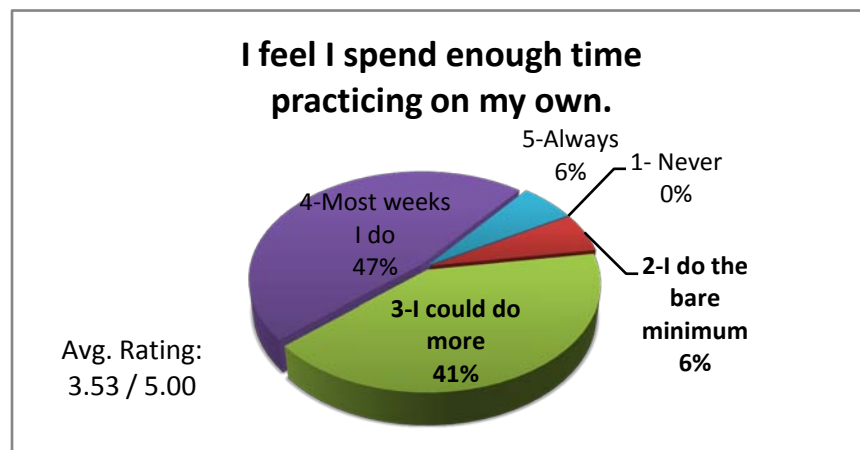
## INTRODUCTION

The Brandywine Valley Chorale is a group of approximately 60 singers from all over Chester County, PA. They are encouraged to practice outside of rehearsal as much as possible, in order to be at optimal rehearsing strength during our weekly 2-hour rehearsal. Recently, the choir director has decided that the choir is not performing up to the standards he expects.

## NEEDS ASSESSMENT

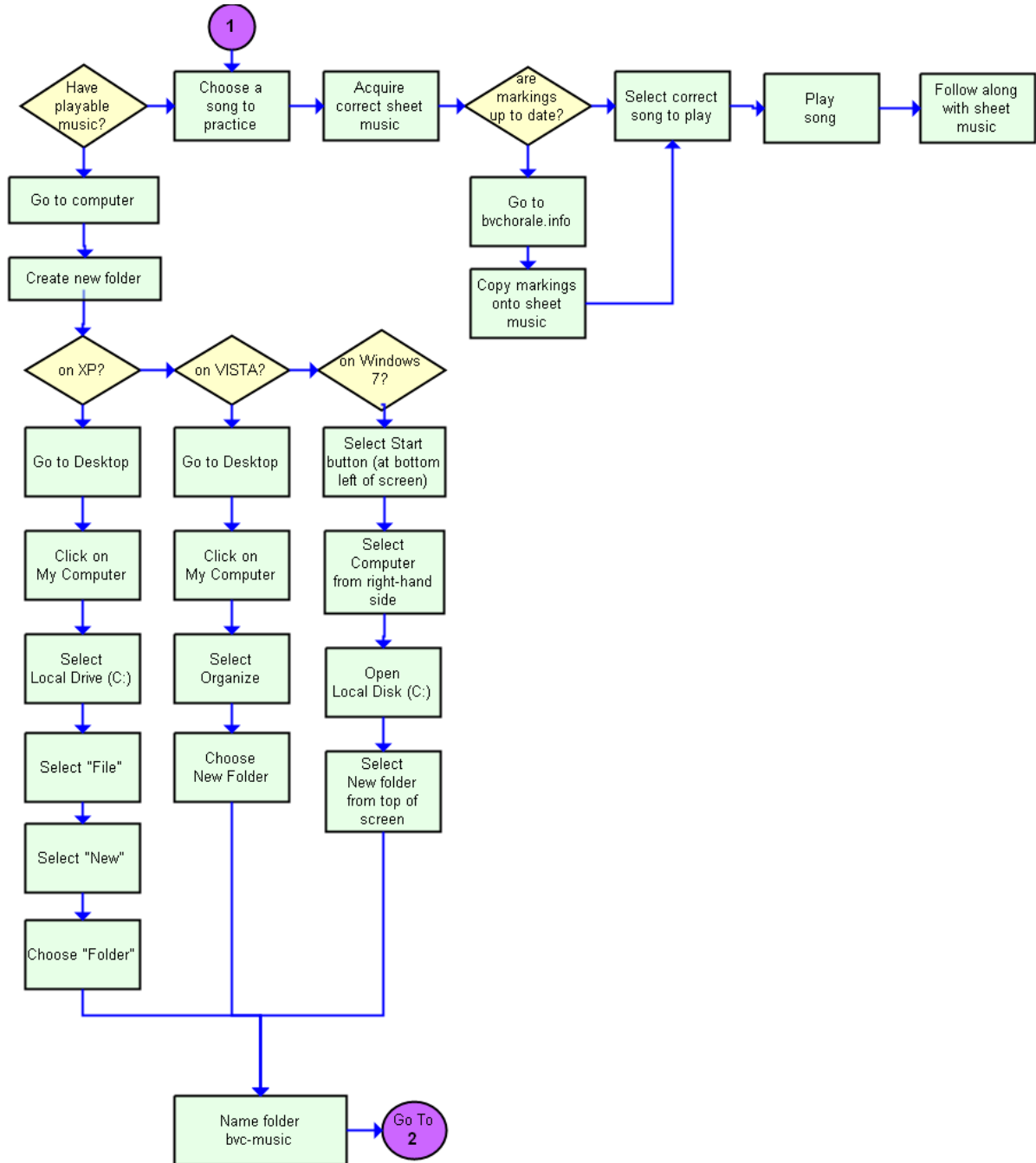
Time was taken during one rehearsal; brief interviews were held, to ask members what could be holding them back. The two major responses were (1) lack of time to do any extra rehearsing; (2) having to be stuck at one's computer in order to listen to the given music that assists in rehearsing. If they could only be free of the constraints of the computer and be able to listen to the music in more places, would they be able to spend more time rehearsing.

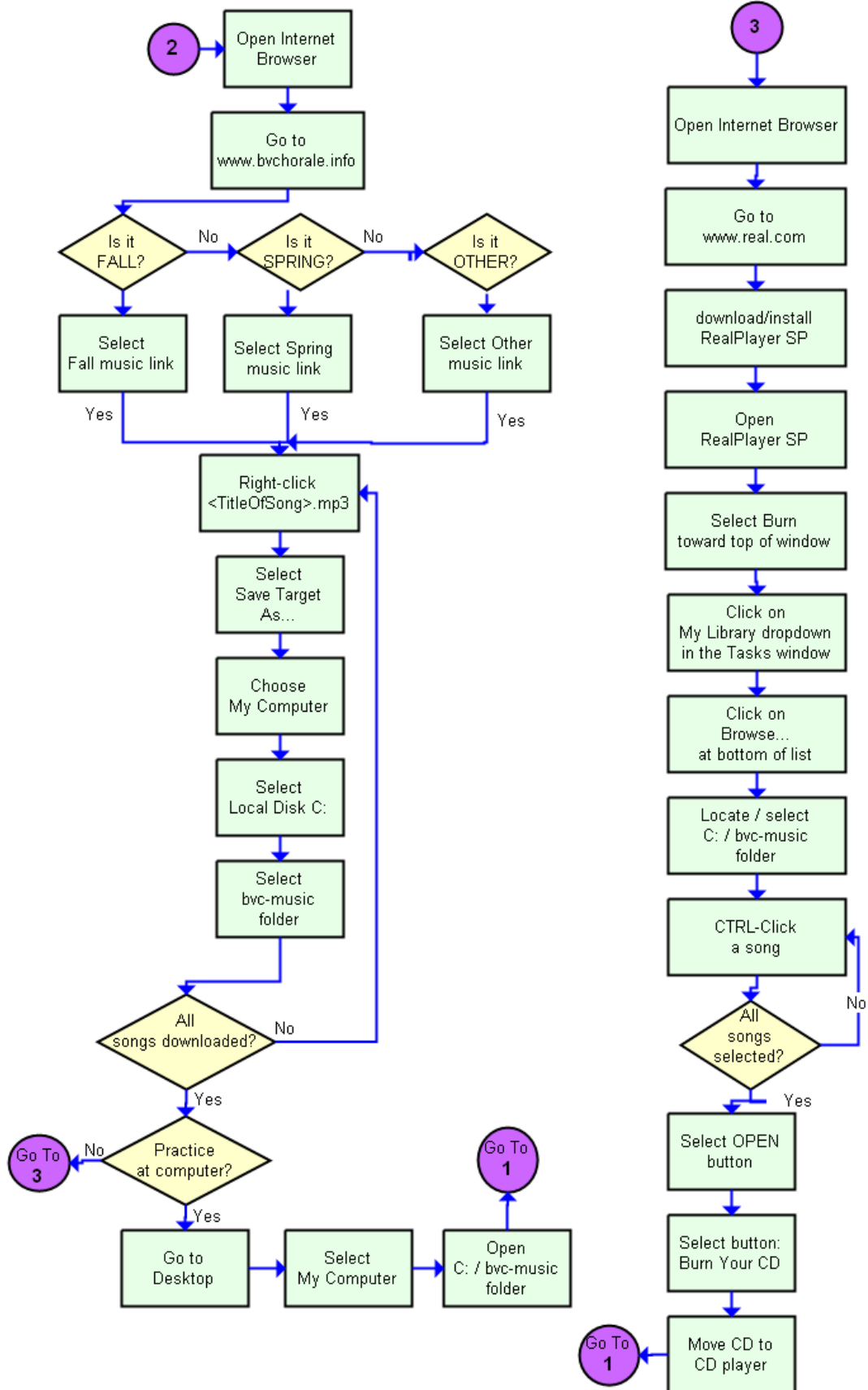
Given my expertise in technology, I performed a questionnaire (using SurveyMonkey.com) to delve further into the issue, and discovered the following:



**TASK ANALYSIS – BEHAVIORAL ALGORITHM METHOD:**

**How to practice between weekly rehearsals.**





## **EXTRA : Needs Analysis of the Four Theories**

### **BEHAVIORAL LISTING METHOD**

#### **1.0 Allison Rossett**

- 1.1. Identify performance needs/gaps
  - 1.1.1. Identify optimals
  - 1.1.2. Identify actuals
  - 1.1.3. Subtract optimals from actuals
- 1.2. Identify feelings
  - 1.2.1. What are the feelings on the topic?
  - 1.2.2. Is the topic a priority to the individual?
  - 1.2.3. Was training on the topic sufficient?
  - 1.2.4. Do employees feel they have what they need to do the job?
- 1.3. Identify causes
  - 1.3.1. Identify any lack of skill or knowledge
  - 1.3.2. Identify any environmental factors getting in the way
  - 1.3.3. Identify any incentive discrepancies
  - 1.3.4. Identify any motivation (or lack thereof)
    - 1.3.4.1. How much is the topic valued?
    - 1.3.4.2. How confident are employees in doing the topic?

#### **2. Mager & Pipe**

- 2.1.1. Identify performance discrepancy
- 2.1.2. Identify if it is a lack of skill
  - 2.1.2.1.1. Could they do the skill in the past?
  - 2.1.2.1.2. Do they perform the skill often?
  - 2.1.2.1.3. Do they have the necessary tools to do the job?
- 2.1.3. Identify how the job is being incentivized
  - 2.1.3.1.1. Identify if/how performance is being punished
  - 2.1.3.1.2. Identify if/how performance matters
  - 2.1.3.1.3. Is non-performance being rewarded?
- 2.1.4. Identify any obstacles
- 2.1.5. Identify limitations on possible solutions

#### **3. Figuring Things Out**

- 3.1.1. Define organizational climate
  - 3.1.1.1.1. Company history
  - 3.1.1.1.2. Company mission

- 3.1.1.1.3. Company goals
- 3.1.1.1.4. Company strategy
- 3.1.1.1.5. Company tactics
- 3.1.1.1.6. Company plans
- 3.1.2. Define the local performance environment
  - 3.1.2.1.1. Objective
  - 3.1.2.1.2. Expectations
  - 3.1.2.1.3. Rewards or Punishments
  - 3.1.2.1.4. Feedback
  - 3.1.2.1.5. Support
- 3.1.3. Define the performer
  - 3.1.3.1.1. Ability
  - 3.1.3.1.2. Skill
  - 3.1.3.1.3. Knowledge
  - 3.1.3.1.4. Needs
- 3.1.4. Identify any gaps between the different levels.

#### **4. Gilbert's Potential for Improving Performance**

- 5. Identify the ratio between the exemplary perform and typical performer
  - 5.1.1. Obtain data
    - 5.1.1.1.1. Collect performance records
    - 5.1.1.1.2. Define clear performance criteria
  - 5.1.2. Identify the exemplary performance
  - 5.1.3. Identify the average performance