Discussion guide for increasing contribution

Are there opportunities for greater contribution in current job?

YES → What inhibits greater contribution?

NO → Are opportunities for greater contribution available within the organization?

Left branch (YES — What inhibits greater contribution?)

Motivation

Is person satisfied with current role?
- **NO** → Develop plan to increase contribution
- **YES** → Adjust salary expectations

Capability

Can/Should organization provide training? — (1)
- **NO** → Adjust salary expectations
- **YES** → Provide training

Right branch (NO — Are opportunities for greater contribution available within the organization?)

NO → Is person satisfied with current role?
- **NO** → Actively search for opportunities elsewhere
- **YES** → Adjust salary expectations

YES → Why are opportunities not sought/taken?

Motivation

Is person satisfied with current role?
- **YES** → Adjust salary expectations

Capability

GO TO (1)
- **NO** → Provide internal opportunities