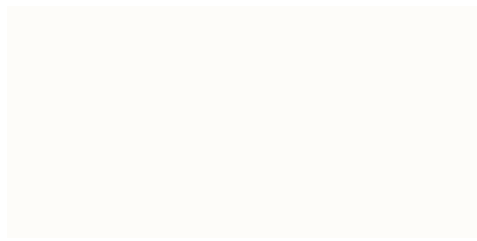


The Myths of Measuring Humans

Future of Work West

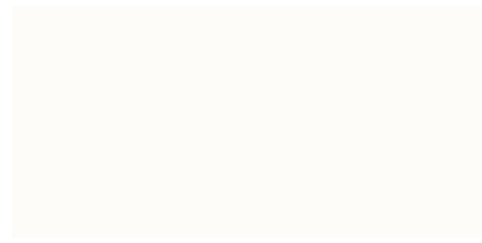
Fall 2019

Imran Rehman and Shawn Ardaiz



Warmup:
x leads &
1 avg. performer

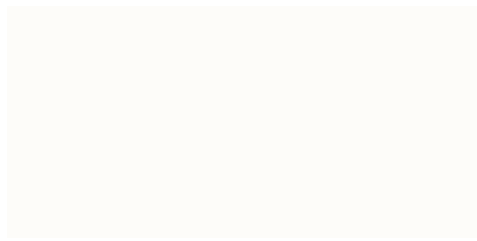




Warmup:

**Leads provide suggestions to
avg. performance to high performing**

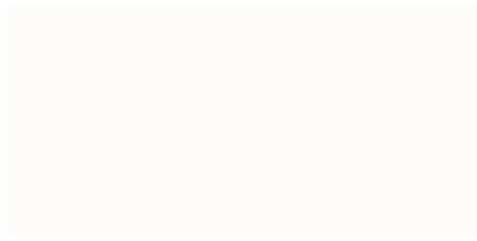




Warmup:

Performer moves forward or backward based on suggestions





Debrief





Your Questions and Expectations



Myth #1:

**Measuring outcomes
increases productivity.**



Myth #2:

**We can reliably
evaluate others.**



Myth #3:

Humans are static.



Myth #4:

**Data accurately
reflects our reality.**



Myth #5:

**Measuring humans 1/2/4
times a year unleashes their
full potential.**



Myth #6:

**Intangibles are
not measurable.**

How do we measure it?



Heuristics for Measuring Humans

Measure:

to / improve

for / purpose

for / understanding

for / clarity

for / alignment

for / all stakeholders

for / transparency

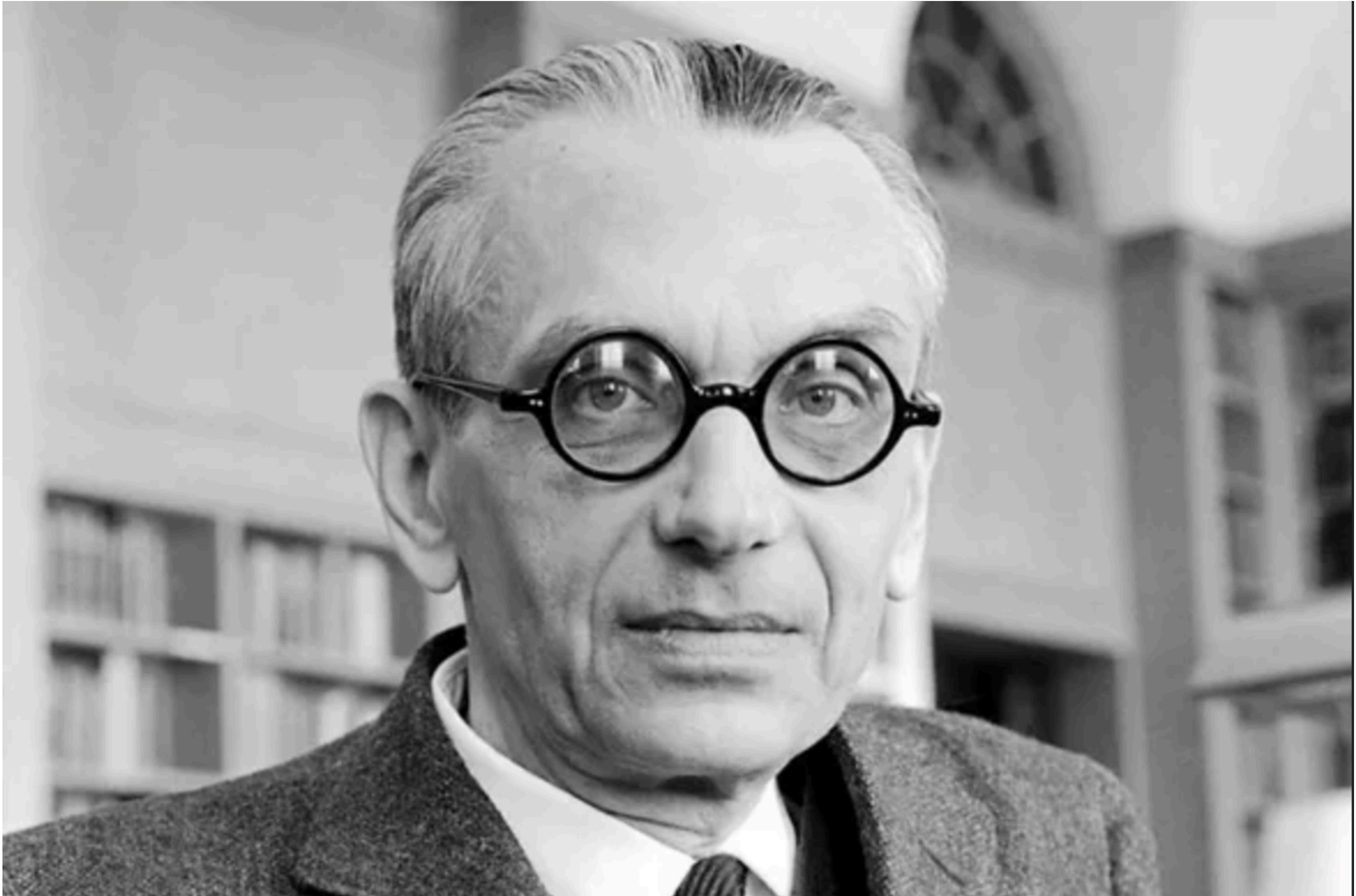
for / humans

using / visuals

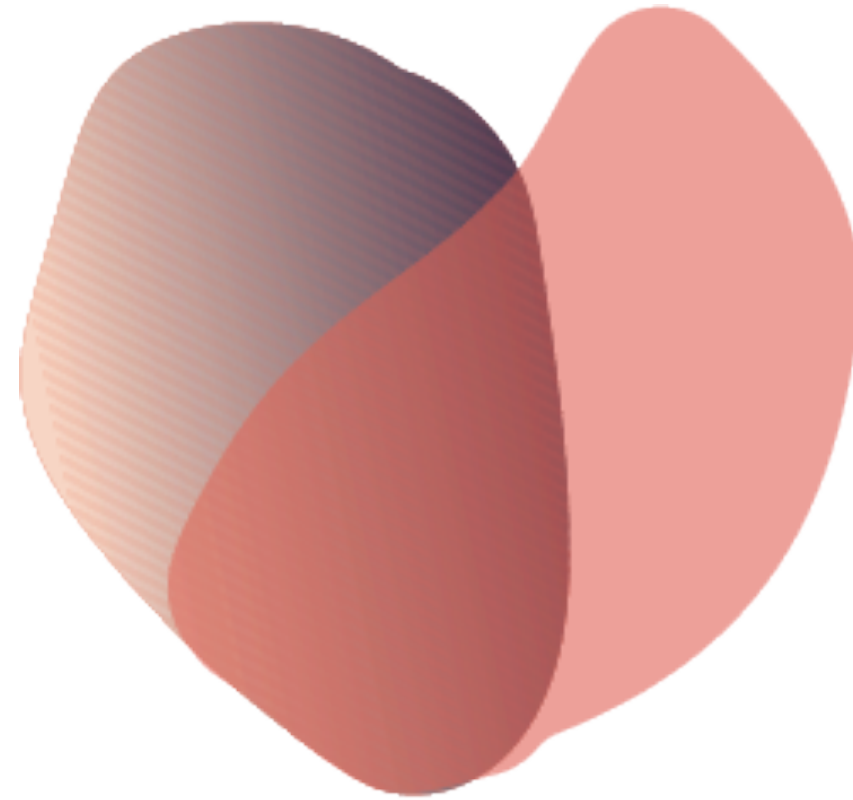
not to / incentivize

/ early & often

/ different things



Thank you!



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