



THE FUTURE OF WORK ROADMAP

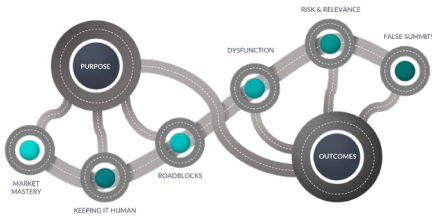
CHAPTER THREE - KEEPING IT HUMAN

SEGMENTATION STRATEGIC IMPACT

Capability:	VALUE:
Does the position affect one or more of our strategic capabilities?	<p>Not at all To a great extent</p> <p>1 2 3 4 5</p>
Does the position directly affect the creation of new wealth or meaning?	<p>Not at all To a great extent</p> <p>1 2 3 4 5</p>
Does the position directly affect the creation of significant cost savings/improve quality/effectiveness?	<p>Not at all To a great extent</p> <p>1 2 3 4 5</p>
Are mistakes by incumbents in this role very costly?	<p>Not at all To a great extent</p> <p>1 2 3 4 5</p>
Is there potential to create new wealth or meaning via this role or company limited?	<p>Not at all To a great extent</p> <p>1 2 3 4 5</p>
To what extent is the selection or deployment of the wrong person in this role costly in terms of lost revenue or other performance indicator?	<p>Not at all To a great extent</p> <p>1 2 3 4 5</p>

PERFORMANCE VARIABILITY

Capability:	VALUE:
To what extent is there a significant performance gap from highest to lowest in this role?	<p>Not at all To a great extent</p> <p>1 2 3 4 5</p>
Does the position directly affect the creation of new wealth or meaning?	<p>Not at all To a great extent</p> <p>1 2 3 4 5</p>



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WORKER IMPACT

Capability:	VALUE:
To what extent would improved performance in this role significantly improve firm performance?	<p>Not at all To a great extent</p> <p>1 2 3 4 5</p>

WORKFORCE SCARCITY

Capability:	VALUE:
Are workers for this role difficult to attract and retain	<p>Not at all To a great extent</p> <p>1 2 3 4 5</p>

IMPERATIVE /CORE POSITION

YES	NO

Source: Adapted from The Differentiated Workforce