

Yesterday-Tomorrow Exercise

Defining Individual Impact Across the 10 Job Aspects

Group:

| Yesterday | Job Aspect | Tomorrow | Size of Impact (1-5) |
|-----------|--|----------|----------------------|
| |  Processes | | |
| |  Systems | | |
| |  Tools | | |
| |  Job Roles | | |
| |  Critical Behaviors | | |

Yesterday-Tomorrow Exercise (continued)

Defining Individual Impact Across the 10 Job Aspects

| Yesterday | Job Aspect | Tomorrow | Size of Impact (1-5) |
|-----------|---|----------|----------------------|
| |  Mindset/ Attitudes/ Beliefs | | |
| |  Reporting Structure | | |
| |  Performance Reviews | | |
| |  Compensation | | |
| |  Location | | |