


TEMPLATE: Root Cause Analysis Matrix (Tool set 2b)
[Alternate to Root Cause Analysis tool]

Under A, B, C, and D, list deficiencies from the Execution Gap Analysis  Possible Reasons for Deficiency ↓	Deficiencies from Execution Gap Analysis			
	A	B	C	D
a) Incompatibility – Improper job match	_____%	_____%	_____%	_____%
b) Performer 's inability to perform job or task (knowledge, skill, expertise, competence)	_____%	_____%	_____%	_____%
c) Prevalence of old habits	_____%	_____%	_____%	_____%
d) Behavior requirements inconsistent with personal beliefs, or performer's perception of a better way				
e) Performer lacks confidence to perform task or job	_____%	_____%	_____%	_____%
f) AMR – Vagueness of performer's role, responsibilities, or performance expectations, or performer's lack of information	_____%	_____%	_____%	_____%
g) AMR – Performer's perceived consequences or perceived lack of personal benefit	_____%	_____%	_____%	_____%
h) AMR – Inadequate feedback, coaching, recognition, or support	_____%	_____%	_____%	_____%
i) AMR – Inappropriate tools, equipment, technology, or resources available to the performer	_____%	_____%	_____%	_____%
j) AMR - Inappropriate workload distribution or design of work space, job, tasks, policies, procedures, or processes	_____%	_____%	_____%	
TOTAL = 100%	_____%	_____%	_____%	_____%
k. Other (internal or external) _____	_____%	_____%	_____%	_____%
Comments: Discussion on the rankings reveals the following: Column A - Column B - Column C - Column D -				