

Bottom Of The Pile Theory

Evaluation Of Staff Value

Your aquatic program is only as good as your worst staff members. There is always somebody on the bottom or close to the bottom of the staff value pile! These are the staff members who need our help the most. Design a plan to help these people to move upon the chart. If they don't respond or improve maybe it is time for you to encourage them to move on to another type of work or another facility who can help them more than you can.

Below is the type of chart that you might want to design for your facility. After placing the names on the chart look at each name and ask yourself how you might be able to help them to improve their performance and move up higher on the staff value chart.

Performance and Value Level	#	Name	Steps to consider regarding helping that individual
Very Top Employee	1		
	2		
	3		
	4		
	5		
Good Employees	6		
	7		
	8		
	9		
	10		
Really Needs Help! Potential Candidate For Lowest Level, If No Improvement	11		
	12		
	13		
	14		
	15		
Lowest Level Employees	16		
	17		
	18		
	19		
	20		

- After completing the above information you might want to answer the following question. How did each person at the two bottom levels get there?
 - Was a "bad hire"? (Ask yourself – how can I stop hiring "bad hires"?)
 - Was on the staff when I took over my position.
 - Was in one of the top two categories but slipped down. (Ask yourself why?)
 - Other _____
- After reading this page what have you learned about your ability to help your team members to grow? What solid steps can you take to help your employees to be more valuable to your team? Make a list of steps that might help you to be a better supervisor and help your team to improve.