



Empowering Emerging Stars: Igniting Confidence for Unleashing Performance Breakthroughs

When team members experience low performance, it is essential for team leaders to step in and provide the necessary support to help them regain their confidence and achieve breakthrough results.

However, encouraging low performers to open up and express their difficulties and fears can be challenging. In this article, we will examine why it is challenging for struggling employees to express their concerns and the significance of identifying the underlying causes.

Additionally, we will suggest various approaches for team leaders to tackle these issues effectively, including building trust, establishing action plans, and focusing on small steps toward success.

Why It's Difficult to Open Up

Fear of Judgment

Low performers often fear being judged or labelled negatively by their peers or superiors, making it challenging for them to express their difficulties openly.

Lack of Trust

Low performers may have experienced a history of mistrust, making it more challenging for them to open up and seek assistance.

Vulnerability and Self-Worth

Expressing their struggles may make low performers feel vulnerable and impact their self-worth, deterring them from sharing their concerns.

Importance of Identifying Root Causes

Targeted Support

Identifying the root causes allows team leaders to tailor their support to address specific challenges faced by low performers, increasing the chances of sustainable improvement.

Empathy and Understanding

Understanding the underlying difficulties and fears helps team leaders empathise with struggling employees, fostering a supportive and inclusive work environment.

Personal Growth Opportunities

Identifying root causes gives team leaders an opportunity to help low performers develop new skills, overcome obstacles, and grow both professionally and personally.



Approaches to Empower Low Performance

Trust-Building to Empower Low Performance

1. **Create** a safe and non-judgmental space for open communication.
2. **Encourage** transparency and assure confidentiality.
3. **Lead by example**, demonstrating vulnerability and empathy.

Individualised Action Plans

1. **Conduct** one-on-one discussions to gain insights into the specific challenges faced by low performers.
2. **Collaboratively establish** action plans that address their unique needs and areas for improvement.
3. **Set** achievable goals and milestones to track progress.

Focusing on Small Steps to Success

1. **Break down** larger goals into manageable, incremental steps.
2. **Celebrate** and acknowledge small victories along the way.
3. **Provide** regular feedback and encouragement to sustain motivation.

Skills Development and Training:

1. **Identify** any skill gaps or areas for improvement.
2. **Offer** targeted training programs, workshops, or coaching sessions to enhance their abilities.
3. **Provide** resources and support to facilitate skill development.

Mentorship and Coaching

1. **Pair** struggling employees with experienced mentors or coaches.
2. **Foster** a supportive relationship that allows for guidance, advice, and constructive feedback.
3. **Encourage** ongoing learning and growth.

Regular Check-Ins and Progress Reviews:

1. **Schedule** regular check-ins to assess progress and address any emerging challenges.
2. **Provide** constructive feedback and offer guidance to course-correct if necessary.
3. **Celebrate** milestones and recognise improvements to boost morale.





Conclusion

Empowering low performers to regain their confidence and achieve performance breakthroughs requires a thoughtful and compassionate approach from team leaders.

By establishing trust, identifying root causes, and implementing targeted strategies such as individualised action plans and skills development, team leaders can create an environment that encourages struggling employees to open up, overcome obstacles, and ultimately achieve success.

Supporting low performers not only benefits the individuals but also contributes to a stronger and more resilient team overall.



By

Victor Lam

Senior Director, Learning Academy
PERSOLKELLY Consulting
Greater China



About Us

PERSOLKELLY Consulting is a leading provider of HR Consulting, Learning Academy, Advisory Services, and Career Transition/Outplacement solutions. As a subsidiary of PERSOLKELLY, we are a global human resource consulting and professional services company dedicated to empowering individuals, organisations, and societies.

PERSOLKELLY is a joint venture between PERSOL Holdings and Kelly Services, created to address the growing workforce employment needs in the dynamic APAC market. We are one of the largest workforce solutions providers in the region, with a presence spanning over 80 offices across 13 markets.

PERSOLKELLY Consulting is running four services:

1. Organisation Development (OD)
2. Learning Academy (LA)
3. Career Transition / Outplacement (CTO)
4. Advisory Services (AS)

Learn More:

PERSOLKELLY Consulting Group
www.PERSOLKELLYCONSULTING.com