## IRA Handout

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| j0437797[1] | **Identify** the obstacle: Have a frank discussion with your employee and determine what is blocking their performance. |
| j0290764[1] | **Root out** the cause: Many times underlying emotions or problems may be the cause of the obstacles. |
| j0281042[1] | **Antidote\*** given: A remedy to the situation is needed in order to get past this obstacle. Brainstorm with your employee on ways to remove the obstacles. |

\*Sample issue/antidote:

* Fear/knowledge
* Denial/acknowledge
* Lack of resources/give information, procedures
* Complacency/re-focus
* Entrenched culture/realign to vision