**FIVE-FOCUS PERFORMANCE DIALOGUE MODEL**

**Nordic New Co Petroleum Goes Global**

*Directions:* Use the following short form to practice using the Five-Focus Performance Dialogue Model. After determining the SSI profiles from the Nordic New Co Petroleum Goes Global case study, answer the following questions:

1. What are the explicit diversity issues that Richard Chamberlain will confront in his performance management session?

2. What are the hidden diversity issues that will shape Richard Chamberlain’s performance management session?

3. What are the explicit diversity issues that will influence Gunnar Halvorsen’s handling of Richard Chamberlain’s performance management session?

4. What are the hidden diversity issues that will influence Gunnar Halvorsen’s handling of Richard Chamberlain’s performance management session?

5. What strategies are needed to reconcile and align diversity strengths and liabilities during a performance review?

6. How would you sequence this information in the interview?

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