

PHARMANAGING.COM

CAPABILITY - WILL MATRIX

WILL

High

P2

- Shows eagerness to learn and contribute
- May struggle with complex tasks and require additional training
- Possesses a positive attitude and strong work ethic
- Benefits from mentorship and hands-on guidance
- Displays potential for growth with the right support

P1

- Demonstrates high competence in pharmacy tasks
- Actively seeks out challenges and responsibilities
- Consistently shows enthusiasm and dedication
- Excels in both teamwork and individual tasks
- Often takes initiative and leads by example

Low

P4

- Struggles both the skills and the desire to perform
- Shows little interest in professional development or improvement
- May not respond well to general motivational strategies
- Needs a reevaluation of role fit or a structured improvement plan
- Potentially requires decisive action if no change is observed after support and guidance

P3

- Has the skills and knowledge to perform well
- Lacks motivation or engagement with the work
- Performs tasks to a satisfactory level but rarely goes beyond
- May benefit from discussions on career aspirations and goals
- Requires personalized motivators to enhance engagement

Low

High

CAPABILITY