



## **Consulting Collaborative Incentive Compensation “Best Practices” Self-Evaluation**

In today’s challenging business environment a successful company needs to be highly focused throughout the organization on maximizing sales and profits. Effective Incentive Compensation Plans (ICP) can increase sales as well as enhance and sustain profits. It is a fact when employees have an opportunity to share in the company’s profits they are motivated to make it happen.

Check only what is fully implemented at your company. Please be 100% candid.

Every employee knows and understands the Top Priorities of the company and their job activities are focused accordingly.

The ICP is linked to what makes the company succeed.

The ICP contributes to recruiting and hiring the best employees as well as making them accountable and rewards them accountable.

The ICP has an emphasis on personal initiative and results as well as overall company performance.

The ICP is focused on motivating and compensating employees to utilize their abilities to their optimum level to drive the best possible results for the company.

The ICP retains the best performing employees in a career path at the company.

The ICP is simple to understand, easy to administer and communicated by a written document.

The ICP is credible and is supported by accurate measurements as well as timely reports.

The ICP recognizes sales growth, profitability, strategic goals and employee objectives.

The ICP rewards employees with superior performance and motivates others to reach a higher level of performance.

The ICP encourages under-performing employees to improve their performance or motivates them to work elsewhere.

The ICP incorporates at least three or four measurements, but no more.

All employees are accountable by specific, measurable and time framed individual objectives contributing to the success of the company.

The ICP is a win-win for the employees and the company.

If only one to seven criteria for success are checked, you need to make significant changes to maximize sales and profits. If eight to 11 are checked, you may need to “fine tune” the ICP. If you checked 12 to 14, congratulations on a great ICP that drives sales and profitability!