

## TOOL DESCRIPTION

# Skill Will Matrix



**The Skill Will Matrix is a tool used to categorize individuals based on their level of skill and willingness. This tool can help to identify appropriate strategies for leadership and development initiatives.**

This categorization allows leaders to tailor their leadership approach according to an individual's position within the Matrix by, for example, providing guidance for low skill/high will, coaching for low skill/low will, supporting for high skill/high will and delegating for high skill/low will.

The Skill Will Matrix is special because it provides a clearly structured framework that leaders can use to assess and understand the developmental needs of their team members. This facilitates more effective leadership strategies tailored to individual capabilities and motivators. By addressing both skill and willingness levels, this tool provides targeted support and promotes empowerment, as well as fostering growth and productivity within the team.

<b>Duration</b> 30–45 min	<b>Participants</b> leadership team, 5–15 people	<b>Facilitation</b> printed Matrix per people
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# Skill Will Matrix | Process

## Assess team members

10–15 min



Write the names of your team members on the corresponding spot in the Matrix. (This can also be done on a poster by placing post-it notes on it.)

Write down the reasons for your assessment. Try to stay close to your perception. What do you perceive from this employee?

## Exchange in pairs

15–30 min



Participants exchange in pairs about the insights they gained during the exercise.

Try to act as sparring partners for each other and support each other by asking questions such as:

- What exactly is the reason for categorizing an employee in a specific spot?
- What could be helpful for this employee?
- How could you best support them as a manager?

# Skill Will Matrix | Template

