

## Performer Analysis Worksheet

**Purpose** – to clearly define and identify the group of individuals whose needs you would like to assess (generally known as “performers”), including information about how many of these individuals there are, where they work, and the basics of the work they do, when they do it, and how it is measured. Having this information will help clarify the target group for your stakeholder Steering Committee, and provide valuable data as you scope the breadth and depth of the needs analysis.

Performers	Community Health Workers (CHWs)
Who	
Where	
When	
What	
Why	
How	

**Tips:**

- If there is great variation in the types of practice, locations, or individual characteristics of the performers, you may want to create and describe the major subgroups separately. For example, you may consider CHWs who work in large clinics in central cities and CHWs in small villages as two different groups. Rely on your Steering Committee members to help determine if these subgroups are necessary, especially those committee members who represent the performers themselves
- The better you can define the performers at the start, the easier the steps that follow will be since this information will guide decisions further along in the process
- Any existing measurements of CHW performance you identify now will be helpful in tracking the impact of any change, or intervention, meant to support performance; you should see improvements to these measures once new performance supports are in place or performance barriers are removed.