The Behavior Engineering Model

	Information	Instrumentation	Motivation
Environment	*Data* 1. Relevant and frequent feedback about the adequacy of performance 2. Descriptions of what is expected of performance 3. Clear and relevant guides to adequate performance	*Resources* 1. Tools, resources, time and materials of work designed to match performance needs	*Incentives* 1. Adequate financial incentives made contingent upon performance 2. Non-monetary incentives made available 3. Career-development opportunities 4. Clear consequences for poor performance
Individual	*Knowledge* 1. Systematically designed training that matches the requirements of exemplary performance 2. Placement	*Capacity* 1. Flexible scheduling of performance to match peak capacity 2. Prosthesis or visual aids 3. Physical shaping 4. Adaptation 5. Selection	*Motives* 1. Assessment of people's motives to work 2. Recruitment of people to match the realities of situation

Reference: Dr. Thomas F. Gilbert, "Human Competence: Engineering Worthy Performance," 1978, 1996