

Skill – will matrix

Low skill / low will: **direct**

The beginner in a role, project or task who is just starting out and is nervous or may have already tried and failed.

High will / low skill: **guide**

The enthusiastic beginner: new to a particular role, project or task.

Low will / high skill: **excite**

The skilled, experienced person who is in need of focus and may be stimulated by challenge or variety.

High skill / high will: **delegate**

The skilled worker who is looking for more opportunities to grow and develop.

