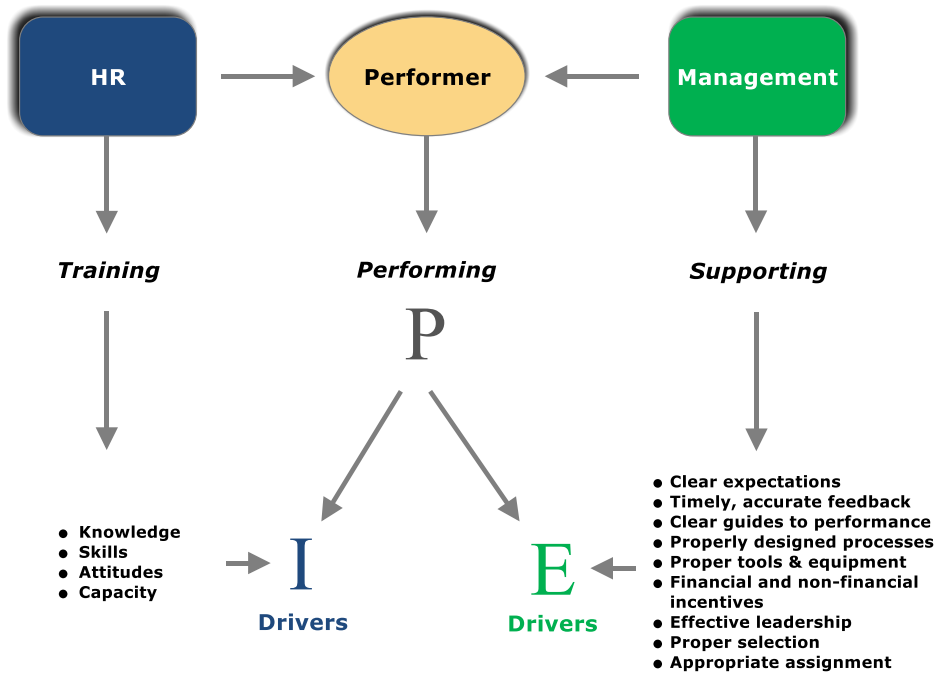


Tools for Knowledge Workers

Gilbert meets McGregor & Lewin



Douglas McGregor asserted that a person's performance is a function of individual and environmental variables: $P = f(I...E...)$. Thomas F Gilbert, acknowledged by many as one of the creators of human performance technology, made a similar assertion. So did Kurt Lewin, much earlier. The diagram above illustrates those individual and environmental variables generally considered to affect a person's performance in the workplace. It also illustrates the roles HR and management play in ensuring that a given person can perform as expected or required. For more about this Lewin-McGregor-Gilbert view of human performance, click [here](#).

