

Tools for Knowledge Workers

Seven Components of Human Performance



Seven components of human performance are shown above and defined below.

1. *Target*. A variable selected for control.
2. *Goal*. The required value of the targeted variable (i.e., the result to be achieved).
3. *Performer*. The person charged with and committed to achieving the result (i.e., “hitting the target”).
4. *Situation*. The structural setting in which the target is embedded and in which actions are taken, including the linkages that connect proximate and ultimate results.
5. *Actions*. Steps taken that are intended to bring the target variable to its required value.
6. *Perceptions*. The performer’s perceptions of the current or actual value of the target.
7. *Conditions*. Other actors and factors that also affect the target.

The seven components above are drawn from The Target (GAP-ACT) Model of Human Behavior and Performance which is based on Perceptual Control Theory (PCT). To read more about PCT, click [here](#). To view a presentation about the Target (GAP-ACT) Model, click [here](#).

