

Radar Chart



What is it? A tool to measure performance against expectations.

When would I use it? When you want to visually display how you are performing against your goal or customer/ business / personal expectations.

What's good about it? The visual display is high impact. It's very simple.

Time: 5 minutes to construct the chart, although the up front research will take longer.

Resources: Flipchart paper and pens.

Using the tool:

1. **Choose the area you want to focus on.** E.g. team performance.
2. **Select the rating categories** for the radar. Following through the team performance example, this would include communication, objectives, motivation...
3. **Agree a consistent scale** for each of the categories, for example one to five or one to ten.
4. **Draw the radar** as the example opposite, and plot the scale on each spoke. Make sure that the good score is at the outside of the radar.
5. **Discuss or research where you are now, and what good looks like.** REFER TO TOOLS 2-4 and 8-9.

6. **Plot the outputs** of your discussion or research on the radar.
7. **Interpret and act on the results.** Typically the biggest gaps between current and desired performance will be the areas that need focus and attention.
8. **Display the radar** and use it to track progress against your actions.

