



Protecting Against Poor Performance

Introduction

We recognise that as part of our role as a Mythic Raiding Guild that regularly achieves Cutting Edge, we have a duty of care to our raiders' time to ensure that the nine hours a week spent raiding are used for constructive learning and efficient progression. We recognise that our team members are with us for this experience, and that consistent poor performance from team members can have a significant negative impact on the morale and enjoyment of the rest of the team. As a result, we have chosen to draw up a clear and comprehensive document that describes what steps we will take in the event that a member is showing regular poor performance.

We want to reiterate that this process is **never** personal. We take these actions out of complete respect for the team's time and enjoyment, nothing more. This is also designed to be a supportive process when possible; our teammates are our friends and people we spend a great deal of time with each week. Ending anyone's status as raider is not an action taken lightly, and is a last resort when improvement has not been possible.

Process of Review:

1. Inform the person of the concern – with evidence where possible. At this point, the raider is effectively on trial (rank will not be changed out of respect for the person)
2. A list of targets will be made – they should be measurable and in line with wider raider expectations.
3. Set a 2-week period of review (six raids). In this time, raider should receive regular feedback (after each raid) and put significant effort into improvement.
 - a. In the event the raider is not present for any raids, time is extended until that person has had six raids.
4. After three raids, a review of targets is done to provide feedback on progress.
5. After all six raids are completed, a decision is made as to whether all targets have been met.
 - a. If all targets are met, process ends, and raider retains status
 - b. If any targets are missed, raider is removed from team.
6. **This process is a one-time opportunity. Should the raider regress back into consistent poor performance, they will be demoted.**

Examples of consistent poor performance

This list is not exhaustive, but examples are:

- Consistently lower-than-expected survivability
- Consistently lower-than-expected DPS
- Consistently lower-than-expected knowledge of encounters
- Consistently lower-than-expected attendance
- Consistently poor response to feedback in raids
- Consistently poor response to feedback outside of raids

Consistent is defined as something happening more often than the average raider, and therefore an above average amount whereby it appears to be a pattern. Everyone has a bad day – this document is not about that!