mimansa
RESEARCH & ADVISORY

PLAYBOOK · FROM FIRST SLIP TO FAIR DECISION

Cause Finder

Fill this with the HRBP. Then ask the person. Tick the causes that fit.



TEAM MEMBER

FILLED BY

e.g. Manager and HRBP

CAUSE	ASK YOURSELF	FITS?
Skill	*Do they know how to do this task now?*	
Will	*Do they still care about this work? Why not?*	
Unclear goals	*Could they tell me what good looks like?*	
How work is set up	*Do tools, team or workload get in the way?*	
Life outside work	*Is something at home taking their energy?*	

WHAT THEY SAID IS GETTING IN THE WAY

THE MAIN CAUSE WE AGREE ON

If it is life outside work, offer support. Do not ask for details they do not want to share.

FREE TO USE AND SHARE · V1 · OCT 2026