COMPANY LEVEL			Individual L evel			
EXPECTATION	RESOURCES	Incentives	Skills	SELECTION	Motivation	Success
LACK OF Expectation	Resources	Incentives	SKILLS	SELECTION	Motivation	Inconsistency
EXPECTATION	LACK OF RESOURCES	Incentives	Skills	SELECTION	Motivation	FRUSTRATION
EXPECTATION	Resources	LACK OF	Skills	SELECTION	Motivation	STATUS QUO
EXPECTATION	Resources	Incentives	LACK OF SKILLS	SELECTION	Motivation	Anxiety
EXPECTATION	Resources	Incentives	Skills	LACK OF SELECTION	MOTIVATION	Under- Achievement
Expectation	Resources	Incentives	SKILLS	SELECTION	LACK OF MOTIVATION	MEDIOCRITY