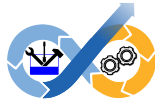# Efficiency penalty

## Why?
Teams that change their planning approach but don't change their team composition (n)or their work visualization don't get the full added value of their changed approach. They work less efficient than foreseen and in the end this can also impact the motivation of the team.

## What?
The efficiency loss is expressed in a penalty, not financially, but in the form of moves that can be done. If a team does not improve their team organization or work visualization together with their planning approach, the cannot do the full number of moves as indicated by the die. E.g. if you rolled a 6 with the die, you cannot do the full 6 moves, but only 5 or even less instead.

## How?
The performance levels determine penalty. Assume the following values:
- perf(A): performance level of the planning approach
- perf(T): performance level of the team organization
- perf(V): performance level of the work visualization

Take the lowest value of perf(T) and perf(V)
Penalty = perf(A) - low(perf(T), perf(V))

Some examples will make this more clear.

| perf(A) | perf(T) | perf(V) | penalty |
|---------|---------|---------|---------|
| 0 | 0 | 0 | 0 |
| 1 | 0 | 0 | 1 |
| 2 | 1 | 0 | 2 |
| 1 | 2 | 2 | 0 |

## How to apply the penalty?

| Die value | Penalty=1 | Penalty=2 | Penalty=3 |
|-----------|-----------|-----------|-----------|
| ⚅ | 5 | 4 | 3 |
| ⚄ | 4 | 3 | 2 |
| ⚃ | 3 | 2 | 1 |
| ⚂ | 2 | 1 | 1 |
| ⚁ | 1 | 1 | 1 |
| ⚀ | 1 | 1 | 1 |