

PICK (Possible-Implement-Challenge-Kill) Charts

The PICK Chart, originally developed by Lockheed Martin, is a visual tool for depicting and organizing ideas about possible options on a process improvement project. A PICK chart has 4 quadrants: Possible, Implement, Challenge and Kill (hence, “PICK”).

PICK charts are often used after brainstorming sessions to help a process improvement team identify which ideas can be implemented easily and have a high payoff.

A PICK chart uses a large grid, two squares high and two squares across. The horizontal axis of the chart is the scale of payoff (or benefits); the vertical axis is ease of implementation. The quadrants on the PICK Chart are:

- **Possible** - Possible ideas: easy to implement but have a low payoff.
- **Implement** - Implement ideas: easy to implement and a high payoff.
- **Challenge** - Challenge ideas: hard to implement, but likely to have a high payoff.
- **Kill** - “Kill” ideas: hard to implement and have low payoff.

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|------------------------|-----------|-------------------|------------------|
| Ease of implementation | Easy | Possible | Implement |
| | Difficult | Kill | Challenge |
| | | Low | High |
| | | Payoff (benefits) | |