Talent Management Grid

Low Performance/High Potential	High Performance/High Potential
New in Role • External person, new to the organization; shows promise • Internal team member new to position • Seen as having capabilities that can be developed • Selected/hired for potential but uninterested in current role **Needs Work/Worth Investment** • Accepts feedback and willing to make changes • Performance is below expectations but is still seen as having potential or doing well with potential when performance slipped (Avoid using this category for strong contributor whose performance has slipped – they would move to Problem Performer) • May have been promoted too quickly; is taking time to get up to speed • Seen as having capabilities that could be leveraged or developed • May be in wrong position or have other factors inhibiting performance • May be somewhat challenged by a changing role or steep learning curve	**High Potential** • Viewed as a future leader/driver, able to take on a broader organizational role • Critical to retain/develop • Demonstrates emotional maturity, intellectual capacity, and learning agility • Has a track record of results in several different positions and circumstances; may have cross-functional potential or experiences • Skillful at working within a culturally and socio-economic diverse environment • Is seen as a leader among peers • Strong ties to the community are evident • Highly motivated to succeed; will do whatever it takes to get the job done (within ethical boundaries) • Has solid capacity for training, mentoring, coaching or developing others **Doing Well With Potential** • Consistent high performance • Holds self and others accountable to high performance standards • Seeks new challenges • Identifies problems and possible solutions • Demonstrates continuous learning and learns from mistakes • Has solid capacity for training, mentoring, coaching or developing others • May take on an expanded role but less likely to advance significantly in level
Low Performance/Low Potential **Problem Performer** • Performance is slipping • Does not keep up with raised expectations • Rests on past success • Comfortable with the status quo • Not as engaged; lost edge • Not open to new challenges • Not open to change • Not at peak performance • Relies on how things have always been done, not interested in learning new practices, methods or systems • Unlikely to apply learning to new or similar situations • Manages time and resources poorly • Does not set high standards for self • Viewed as someone who can't be counted on to produce consistent results • May have been a strong contributor but has not kept pace with changing or increasing expectations **Bottom 10%** • Meets many or most of the criteria listed under Problem Performer • Little or inconsistent improvement is being made • Is on or needs to be on an improvement plan	**High Performance/Low Potential** **Strong Contributor** • Consistently strong performer who leads a team to achieve positive results and raises the standard of excellence • An expert in specific areas, a potential trainer for others "new to the role" • May be optimally placed or has expressed desire to remain in current role • Has high internal motivation to excel at the job and invests in self development A key asset; critical to retain