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| **Performance** | **High** | **Key Expertise**Demonstrates excellent performance in current role. Specialized expertise and experience. Not currently exhibiting potential for advancement. **Manager Role:** Encourage and reward expertise. Document and share expert knowledge for team advances and succession planning.  | **Leading Talent**Demonstrates excellent performance in current role. Exhibits initial potential for future advancement. **Manager Role:** Discuss career path options and develop leadership skills. Encourage development and stretch goals and responsibilities. | **Ready for Advancement**Demonstrates excellent performance and leadership skills beyond current role. **Manager Role:** Discuss career path options and develop leadership skills. Encourage development and stretch goals and responsibilities. Consider Leadership Development programs. |
| **Medium** | **Dependable Contributor**Demonstrates dependable value in the current role. Not currently exhibiting potential for advancement. **Manager Role:** Encourage continued performance in current role. Develop skills and encourage performance. | **Value Contributor**Demonstrates important value in current role. Exhibits initial potential for expanded future roles. **Manager Role:** Discuss career path options and develop leadership skills. Encourage development and stretch goals and responsibilities. | **Emerging Talent**Demonstrates value in current role and learning agility for future development. Exhibits strong potential for future advancement. **Manager Role:** Discuss career path options and develop leadership skills. Encourage development and stretch goals and responsibilities. |
| **Low** | **Performance Problem**Priority need to improve current performance. Significant concern about potential in this role. **Manager Role:** Initiate a ***PIP*** to address performance problems. Strictly monitor progress. Discuss change in role or manage out of the organization. |  **Performance Adjustment**Priority need to improve current performance or revise role. Exhibits ability to perform in the current role.**Manager Role:** Initiate ***PIP*** to address performance problems. Manage and monitor progress. Encourage success. | **Job Fit Challenge**Priority need to improve current performance or revise role. Exhibits significant potential for other roles. **Manager Role:** Initiate ***PIP*** to address performance problems. Manage and monitor progress. Discuss current job fit and career. |
|  | **Low**Needs improvement | **Medium**Potential for future growth | **High**Ready for future possibilities |
| **Potential**Future Readiness (ability + commitment + motivation) |