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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) | | | |