Talent Review – 9 Box Grid

**High Potential**

- **Low Performance**
  - New Hire/New Role
  - Box 3

**Med Potential**

- **Low Performance**
  - Aggressive Development Needed
  - Box 6

**Low Potential**

- **Low Performance**
  - Get Them Better Or Get Them Out
  - Box 9

**High Performance**

- **Med Performance**
  - Future Growth In Current/New Role
  - Box 2

**Med Performance**

- **Strong/Solid Performer Well Placed**
  - Box 5

**Low Performance**

- **Med Performance**
  - No Interest In Bigger Role/Competent
  - Box 8

**High Performance**

- **Low Potential**
  - Expert/Season Pro
  - Box 6

- **High Impact/Could Move a Step or Two Up**
  - Box 4

- **A Successor To Bigger Role/Strategic Asset**
  - Box 1
Definitions:

• **Potential** – The degree to which an employee is ready and able to assume greater responsibility in the organization. This is based on a number of variables that may include the ability to think strategically, innovate, capitalize on new markets, move across silos, and leverage people, processes, and technology.

• **Performance** – The ability to achieve individual, team, function, line-of-business, and/or enterprise-wide results measured against goals/objectives through the demonstration of knowledge and skills/competencies.