

PERFORMANCE/POTENTIAL MATRIX

POTENTIAL (ability/aspiration to climb up org chart)	HIGH	<p>“FISH OUT OF WATER”</p> <ul style="list-style-type: none"> • Could be more successful in the current role with more direction or in another role or division that more appropriately suits his/her skill set • Not consistently performing to technical expectations • Novel demonstration of how the organization operates • Seeks opps for improvement 	<p>“RISING STAR”</p> <ul style="list-style-type: none"> • Solid performer • Valued contributor • Demonstrates interest in professional development • Seeks out new tasks, projects and other growth opportunities • Demonstrates strategic thinking • Ready for next level within 24 months 	<p>“MENTOR”</p> <ul style="list-style-type: none"> • Excels when given assignments • High-level commitment to achieve significant results • Promotes professional development • Models organizational values for others • Proven strategic thinker • Places organizational success above personal achievement • Ready for next level within 12 months
	MODERATE	<p>“LEARNING THE ROPES”</p> <ul style="list-style-type: none"> • In new, expanded scope role for less than 6 months • Longer term employee who has not progressed or adapted to recent changes in the organization • Understands how the organization operates 	<p>“SALT OF THE EARTH”</p> <ul style="list-style-type: none"> • Currently meeting expectations • Solid, consistent technical performance • Developing strategic thinking and relationship management skills through on the job experience 	<p>“EMERGING STAR”</p> <ul style="list-style-type: none"> • Performing above expectations • Ability to think strategically • Willingly accepts new assignments of increasing difficulty level • Seeks opportunities to improve both self and organization • Ready for next level within 24 months
	LIMITED	<p>“WRONG FIT”</p> <ul style="list-style-type: none"> • Consistently underperforms • Can’t keep up with demands of current role • Behavior is not consistent with organizational values • “Is she/he going to make it?” 	<p>“SPECIALIST”</p> <ul style="list-style-type: none"> • Steady, dependable performance • Currently performing at close to maximum potential • Expanded responsibilities/expectations could exceed individual’s capability • Behavior is consistent with organizational values 	<p>“EXPERT”</p> <ul style="list-style-type: none"> • Sought out technical expert • Performs at or above expectations • At her/his maximum potential – not interested/willing to take on formal leadership responsibilities • Behavior is consistent with organizational values
		POOR	GOOD	OUTSTANDING
<p style="text-align: center;">PERFORMANCE (delivering results)</p>				