

# The 9 Box Talent Review Matrix

The 9 Box Talent Review Matrix is a human resources management tool that evaluates and assesses an individual's potential and current performance. It involves plotting an employee's current job performance against their potential for future growth and advancement within the organization. By using the Matrix, managers can make individualized development programs.

A part of the Digital Leadership  
More information on this model is available here: <https://digitalleadership.com/UNITE/9-box-grid-matrix/>

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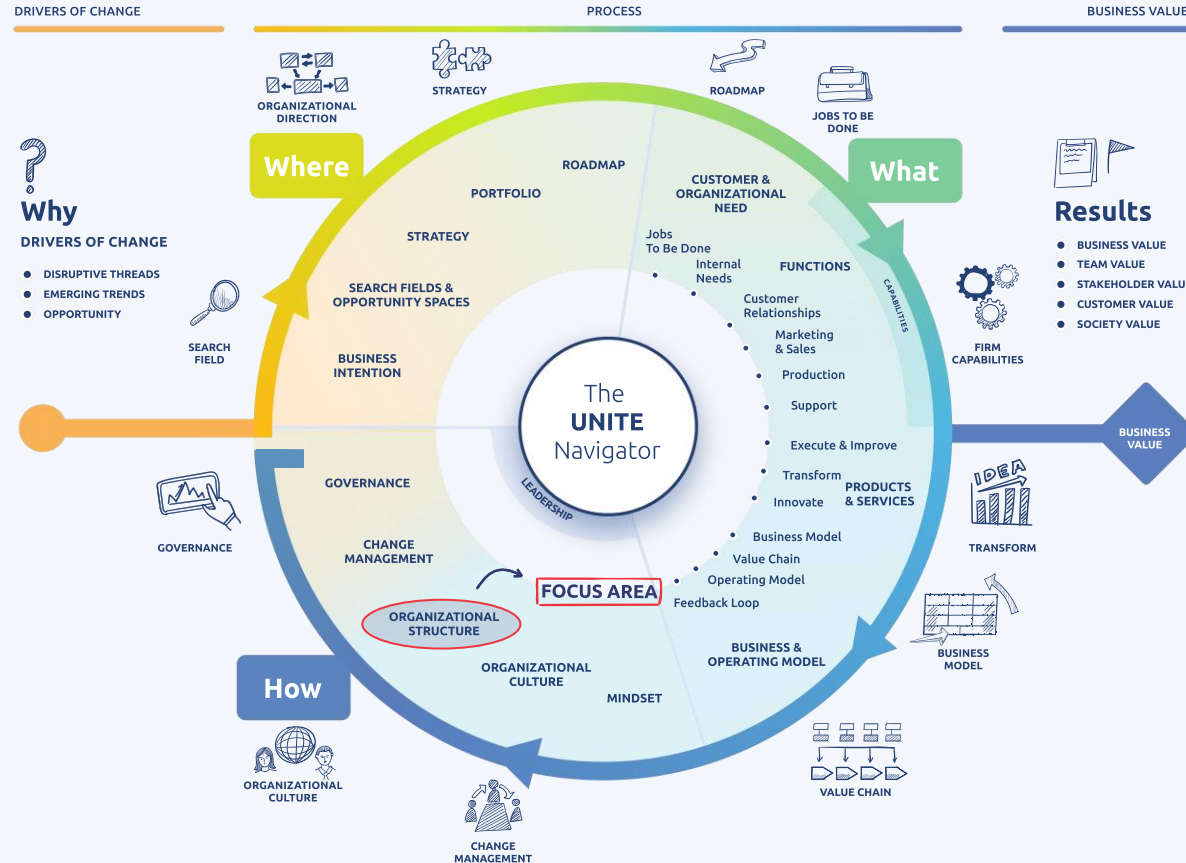
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- > The UNITE models are the by far largest library of innovation and transformation models on the Internet. They cover all areas of digital strategy, innovation, transformation as well as any related field.
- > The UNITE Navigator provides an introduction and overview of all digital-related fields.
- > As part of this presentation, we will focus on *Resources assessment*

# Background to The 9 Box Talent Review Matrix

## Why we use it

Evaluating employees for their current competencies can be a challenge; predicting where they're likely to excel in the future is even more daunting. The 9 Box Matrix tries to objectify these measurements as much as possible to create a fair estimation of where each employee is today, and where they're likely to be going forward.

In addition to allowing for the creation of an individualized training program - which makes it far more likely to be useful - the Matrix helps identify leadership candidates and support talent management.

## How it works

The 9 Box Talent Review Matrix works by plotting an employee's current job performance and future potential on two separate scales, typically represented by a vertical and horizontal axis. The scales are divided into three levels each (high, medium, low) and create a matrix of 9 boxes. This allows for a visual representation of an employee's strengths and weaknesses and helps determine their suitability for future roles, development needs, and career path.

Evaluators should have metrics established to help measure current ability. Ideally, these metrics were communicated when the evaluation period began.

An employee with high performance and high potential would be plotted in the upper right-hand corner of the matrix, indicating they are a strong performer with a lot of potential for growth. An employee with low performance and low potential would be plotted in the lower left-hand corner, indicating they may require improvement or may not be suitable for advancement within the organization.

## What is the goal

The goal of the 9 Box Talent Review Matrix is to provide a comprehensive **evaluation of an employee's performance and potential for growth** and advancement within an organization.

# The 9 Box Talent Review Matrix Definition

- > The 9 Box Talent Review Matrix is a human resources management tool that evaluates and assesses an individual's potential and current performance.
- > Managers plot their employee's current job performance against their potential for future growth and advancement within the organization.
- > By using the Matrix, managers can make individualized development programs for each of their employees to maximize their potential.

## THE 9 BOX TALENT REVIEW MATRIX



# Main authors



<<this could be you>>

## Your title and job

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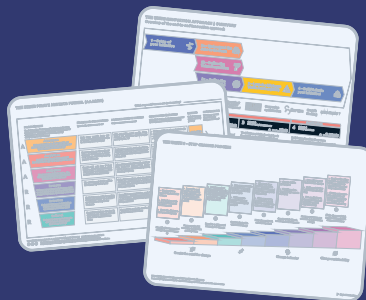


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