# 9 BOX TALENT REVIEW MATRIX

POTENTIAL

High

### ENIGMA

Seasoned professional capable of expanded role, but may be experiencing problems that require coaching and mentoring

### GROWTH EMPLOYEE

Does extremely well at current job with potential to do more; give stretch assignments to help prepare for next level

### FUTURE LEADER

Consistently performs well in a variety of assignments; superstar employee. Big picture thinker, problem solver, self-motivated

Moderate

### DILEMMA

With coaching, could progress within level, focus on stretch goals for this employee

### CORE EMPLOYEE

May be considered for job enlargement at the same level, but may need coaching in several areas including people management

### HIGH IMPACT PERFORMER

Current role may still provide opportunity for growth/ development; focused on tactical; focus should be on helping improve strategic thinking.

Low

### UNDER PERFORMER

May be a candidate for reassignment, reclassification to a lower level or to exit the organization.

### EFFECTIVE

Effective performer, but may have reached career potential; try to coach employee on becoming more innovative, focus on lateral thinking

### TRUSTED PROFESSIONAL

Experienced high performer but has reached limit of career potential. A valuable employee & can be encouraged to develop communications & delegation

Low | Moderate | High

PERFORMANCE



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