

9 Box Assessment

Potential <small>High Advancement Potential</small> <small>Average Advancement Potential</small> <small>Low Advancement Potential</small>	Enigma (7) <i>(Coach/Develop)</i>	Future Star (8) <i>(Challenge)</i>	Top Talent (9) <i>(Engage)</i>
	<ul style="list-style-type: none"> • Underperformer, but lots of potential. • Definitely in wrong role. • Move into lateral role with better alignment or risk losing them. • Likely bored and disengaged. 	<ul style="list-style-type: none"> • Solid performer with high potential. • Challenge and coach. • Provide development opportunities. • Reassess often and promote as soon as ready. 	<ul style="list-style-type: none"> • Strong performance and high potential. • Include in strategic initiatives. • Keep them engaged through stretch goals. • Promote into a highly visible leadership role ASAP!
	Inconsistent Player (4) <i>(Consistency Needed)</i>	Key Player (5) <i>(Leverage/Coach)</i>	Major Asset (6) <i>(Challenge)</i>
	<ul style="list-style-type: none"> • Underperformer, but has untapped potential. • Likely in wrong role. • Deep dive to determine poor performance cause. • Move to a lateral role that fits better. 	<ul style="list-style-type: none"> • Meets all targets. • Role is a good fit. • Good cultural fit. • Provide training and development opportunities. • Leave alone if useful in role. • Key Players are crucial! 	<ul style="list-style-type: none"> • Exceeds targets. • Needs to be challenged. • Provide development opportunities. • Engage through special projects. • Consider for middle management.
	Talent Risk (1) <i>(Improvement Required)</i>	Solid Professional (2) <i>(Leverage)</i>	HiPer Talent (3) <i>(Energize)</i>
	<ul style="list-style-type: none"> • Underperformer with low potential. • Counsel through <u>P</u>erformance <u>I</u>mprovement <u>P</u>lan. • Exit if no improvement within 3 months. 	<ul style="list-style-type: none"> • Meets targets, but rarely exceeds them. • Low ambition. • Provide feedback and coaching to boost performance. • Leave alone if useful in role. Everyone can't be a rockstar! 	<ul style="list-style-type: none"> • Exceeds targets, but not right for promotion. • Loves their job. • Turn them into a brand ambassador or trainer. • Incentivize and keep them engaged.
	<small>Low/Inconsistent Performance</small>	<small>Average Performance</small>	<small>High Performance</small>
	Performance		