POTENTIAL

ENIGMA

High potential to advance although under performing.

Maybe in wrong job/wrong manager; needs intervention.

GROWTH EMPLOYEE

Demonstrates high potential to advance.

Valued talent. Challenge, reward, recognize and develop.

FUTURE LEADER

Highest potential - best for senior succession.

Top talent. Reward, recognize, promote, develop.

DILEMMA

Likely to have scope to move one level/challenge is necessary as under performing.

Provide coaching.

CORE EMPLOYEE

Motivate, engage, and reward.

HIGH IMPACT PERFORMER

Strong contributer.

Challenge, reward, grow and motivate.

UNDER PERFORMER

Has reached job potential and is under performing.

Performance manage or must go.

STEADY EDDIE

Specialized talent or subject matter expert. Does not aspire to grow but performance is consistent.

Engage, focus, motivate.

TRUSTED PROFESSIONAL

Tenured high performer. Possibly reached career potential.

Retain, reward, help with developing others.

LOW MEDIUM

HIGH

PERFORMANCE



TALENT & SUCCESSION PLANNING 9-BOX

ENIGMA FUTURE LEADER GROWTH EMPLOYEE DILEMMA CORE EMPLOYEE HIGH IMPACT PERFORMER STEADY EDDIE **UNDER TRUSTED PERFORMER PROFESSIONAL** LOW **MEDIUM** HIGH

PERFORMANCE

