



## 9 Box Performance and Potential Assessment Method

		<b>Potential</b>		
				<b>Highest Potential Level</b>
<b>Behaviors and Performance</b>	<b>Excellent</b>	<b>BOX FOUR</b> Highly valued, seasoned professional in current role; subject matter expert. Leverage technical strengths across the organization and consider for cross-division movement.	<b>BOX TWO</b> Exceptional performer with aspiration and commitment to advance. Level of potential and speed of advancement may be unclear. Provide stretch assignments or new role to gauge capabilities.	<b>BOX ONE</b> Extraordinary talent with potential to progress quickly to senior levels. Consistently achieves beyond expectations. Requires aggressive, non-traditional development opportunities and challenges.
	<b>Effective</b>	<b>BOX SEVEN</b> Solid performer in current role with limited capability to progress to more senior leadership roles. Continue to build technical/functional skills.	<b>BOX FIVE</b> Solid performer who may have ability to assume additional leadership responsibility. Consider expanded scope or lateral move; challenge individual to achieve higher level of performance.	<b>BOX THREE</b> Solid performer with untapped leadership potential in current role. Strong desire to lead and advance. Elevate performance expectations; provide new leadership challenges; discuss aspirations.
	<b>Needs Improvement</b>	<b>BOX NINE</b> Underperforming employee; poor fit for current role. Has not responded to performance feedback. Reassign to better fit or manage out of the organization.	<b>BOX EIGHT</b> Underperforming employee; capability and leadership potential uncertain. Needs to improve contributions and develop skills for current role; requires highly structured performance management to increase performance.	<b>BOX SIX</b> New to Company (within the past 6 months); expected to have strong potential for future leadership roles. Support onboarding/transition into the organization.