6-Box Talent View

R R F

KEY CONTRIBUTOR

- Currently demonstrates mastery in current role/position
- Is highly valued in the organization
- Development focus should be to stretch and challenge to keep them motivated in current role/position
- Limited opportunity to move to another role within the company due to current personal preference, specialized role, reduced company need and/or some limitation of mobility
- May desire an opportunity for some role expansion or developing additional technical knowledge and skills.

HIGH POTENTIAL / SUCCESSOR

- Currently performing above expectations
- Perceived able to contribute beyond role/position
- Has demonstrated historically high levels of performance and potential to progress one or two levels in the organization
- Is expecting career development
- Will move and/or travel extensively for new opportunity with limited restrictions
- For Successors, readiness needs to be determined to create development plan
- Additional assessments will support more specific targeted development
- Development focus will be directed at a specific position for Successors or more broadly for HiPos.

CONTRIBUTING

- Currently performing at or slightly above performance requirements for the current role/position and is contributing to make a difference
- Demonstrates consistent satisfactory performance, has used the development offered and has shown improvement
- Does not demonstrate potential to contribute at any level above current position
- Wants opportunities for personal development and should be developed within current role/position

DEVELOPING

- Currently still somewhat new in role/position or organization (18-24) months
- Performance is at or above requirements for position and is developing in line with expectations and showing good/excellent potential
- Promoted/or moved into a new role/position based on consistently high performance history and perceived potential to contribute at a higher level
- Develop in current position and begin to develop next level competencies/skills.

NOT CONTRIBUTING / MISMATCH

- Currently employee is not performing at a fully satisfactory level for current role/position
- Performance gaps indicate that either some improvement is needed in a specific area of overall performance or that performance requires the need for a Performance Improvement Plan
- Development focus is specific to current role/position. Employee should not remain in this view for an extended period of time. Manage up/out of the organization.
- For a mismatch, determine if there is another role in the company that can be considered

NEW ENTRANT

- Currently less than 18 months in role/position or new to company
- Hired based on job fit and perceived opinion of future potential
- Too soon to fully evaluate performance effectively, but is viewed as having good to excellent potential
- Should move to developing or contributing with targeted development in current position