Division/College:		Planner:	Date:	
ding (8-10)	oectations		Strong Performer, Current Star High Performance/Moderate Potential	Future Leader, Star Performer Ready High Performance/ High Potential
billity High/Outstanding (8-10)	Exceeds Ext		James Able	Betty Focus
ance - A				Strong Performer, Emerging Leader Moderate Performance/High Potential
Leadership Performance - Ability ^{High}				Cleo Capable
Leade				
9-Mode Fillable			Leadership Potential - Aspiration	

		Solid Performer, Trusted, High Professional High Performance/Low Potential	Strong Performer, Current Star High Performance/Moderate Potential	Future Leader, Star Performer - Ready High Performance/ High Potential
- Ability	High/Outstanding (8-10) Exceeds Expectations	 Traits: accomplishes all important work; seen as a technical leader, a subject matter expert (SME) and a resource for others; has reached their potential; good fit in their role; Goal(s): retention, capture/document their knowledge; use as a lead or trainer for others Provide: recognition, continue developing them in their area 	 Traits: accomplishes all important work; acts as a leader and role model; may exhibit capability and competencies beyond current role; leadership development still necessary in some areas; tactical focus Goal(s): engage and develop for next level up Provide: a career progression conversation and opportunities for them to display leadership in their current role: job enlargement, special project, lead a team; may need lateral transfer if existing manager unable to provide leadership development and opportunities 	Traits: accomplishes all important work; exhibits capability and competencies beyond current role; excels at relationship building and has wide spread influence beyond current role Goal(s): retention, prepare and utilize for succession Provide: a career progression conversation; accelerated leadership development to include stretch assignments; recognize and reward their efforts
Leadership Performance -	Medium/Good (4-7) Meets Expectations	 Questionable Performer, Effective, Grinders Moderate Performance/Low Potential Traits: accomplishes most important things; is not viewed as a leader in their area; proficient in their current role Goal(s): help employee be successful in their current role; coach to improve their performance; may be a candidate for a lateral move Provide: training and development; coaching; recognize their improvement efforts 	 Solid Performer, Key Player, Core Employee Moderate Performance/Moderate Potential Traits: accomplishes most important things; displays some executive competencies, leadership and ability as a role model Goal(s): retain in current role and continue development for future potential; may be considered for job enlargement Provide: more time and development 	Strong Performer, Emerging Leader Moderate Performance/High Potential Traits: accomplishes most important things; acknowledged as a leader and role model displaying executive competencies; displays capability one level above current role; strategic focus Goal(s): prepare and develop for promotion Provide: coaching and feedback to improve performance; identify career goals and support with a development plan and opportunities to learn and grow (team, project)
Lea	Low (0-3) Needs Improvement	 Under/Low Performer, Icebergs, Talent Risk Low Performance/Low Potential Traits: not accomplishing most important things; not meeting the standards of their current role; not capable of making higher contributions Goal(s): help them be successful in their role or move them to a more appropriate position (laterally or demotion) or consider an exit plan Provide: diagnose causes (bad hire, lack of information, competencies & skills) and provide: coaching, feedback, performance plan or exit 	Questionable Performer, InconsistentLow Performance/Moderate PotentialTraits: not accomplishing most important things; capableof making higher contributionsGoal(s): determine what is lacking for success in currentrole and focus on improving performance, likely to haverange to move up one level/challenge.Provide: Provide coaching, training and developmentand frequent and specific feedback; recognize efforts	 Solid Performer, Enigmas, Rough Diamonds Low Performance/High Potential Traits: not accomplishing most important things; displays executive competencies and acknowledged as a team player and role model Goal: determine and address the root cause(s) of their performance problems to maximize their potential; worthy of development Provide: diagnostic conversation to identify any frustrations and necessary interventions: job fit, manager fit, career aspirations; develop in needed areas
9-M	odel	Low (0-15) Limited	Medium/Moderate (15-22) Growth	High (23-30) Mastery
K	еу		Leadership Potential - Aspiration	