

Potential



High

Moderate

Low

Puzzle
Wrong job or
wrong manager?

Growth Employee
Recognize & prepare for
next

Stars
Reward, recognize and
promote

Inconsistent
Challenge & coach
PIP

Core Player
Engage, motivate &
reward

High
Performer
Recognize & motivate

Bad Hire
New role or out

Average Performer
Engage, focus and
motivate

Solid Performer
Reward, retain &
engage

Low

Moderate

High

Performance

