people performance potential model

For assessing teams and identifying development direction and aims. (See website for usage and referencing information.)

Backbone (high performance, low potential) Give recognition for good work, use to coach others, do they really have no potential?

Icebergs (low performance, low potential) could contain potential stars and backbone. Counsel, establish trust, agree aims, and take action to help, including outplacement if best.

low **potential** high   superstars

high

performance

low

backbone

stars

icebergs

problem children

exit/outplacement?

Stars (high performance, high potential) Agree challenging work to stretch them; coach and mentor; agree projects and career development.

Problem children (low performance, high potential) Counsel (boredom? low challenge?) inspire, motivate, encourage to improve performance and reach potential.