# Potential & Performance Ratings

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## PART 1: ASPECTS OF POTENTIAL

Rate the whole team on each aspect of potential.
Then move on to the next aspect.

**1** = Little or no evidence
**2** = Some evidence
**3** = Strong evidence

John Example

### QUICK TO LEARN

1

- Rapidly picks up new ideas and difficult concepts
- Understands the bigger picture, balancing the short and long term
- Shows good judgment when making decisions, in unfamiliar situations
- Translates new ideas into workable solutions
- Recognises their own strengths, weaknesses and limitations

### GREAT WITH PEOPLE

2

- Reads people and situations quickly and adapts behaviour quickly
- Builds strong relationships with a wide range of people
- Credible and trusted at all levels in the Group and across departments
- Able to identify people's motivators and engage them effectively to get the best out of them

### RELISHES CHALLENGES

1

- Demonstrates resilience to obstacles and setbacks
- Calm and focused in achieving goals
- Maintains enthusiasm and bounces back quickly when challenged
- Brings difficult people on board with their thinking, creates support for their ideas

### AMBITIOUS FOR NEW OPPORTUNITIES

2

- Drives their own development without waiting for others to do it for them
- Seeks to take on greater responsibility and to extend the scope of their work
- Goes beyond normal expectations showing commitment to the Group's goals
- Willing to be flexible and aspires to gain wider experience or a broader role to develop and progress

OVERALL DEFINITION: **The capacity and will to develop and take on bigger challenges**

## PART 2: OVERALL POTENTIAL RATING

6

MATCHED

**7 or below** = Matched Potential
**8-10** = Medium Potential
**11-12** = High Potential

## PART 3: PERFORMANCE RATING

Ex

**0** = Not meeting acceptable standards, given their time in role
**Sat** = Meeting satisfactory standards, given their time in role
**Gd** = Good performer, adds extra value
**Ex** = Excellent performer, always delivers work to a high standard

## MOBILE

✓

Prepared to relocate beyond normal reasonable commuting distance from current base location.