

Sample Performance-Potential Matrix

POTENTIAL			
High	May be new to role; ensure support is available	Continue to develop in current role; consider providing test assignment in more senior role	Consider providing significant new assignments or re-assign to a more senior role
	May be in wrong role; consider re-assignment		
Growth	May be in the wrong role or at the wrong level; consider providing test assignment in different role	Continue to develop in current role	Gradually expand current role
Limited	Consider replacing if support has not improved performance	Continue to develop in current role; periodically re-assess potential for growth	Retain in current role; periodically re-assess potential for growth
	Below expectations	Meets expectations	Exceeds expectations
PERFORMANCE			

Source: Kemp & Watson, Omidyar Network