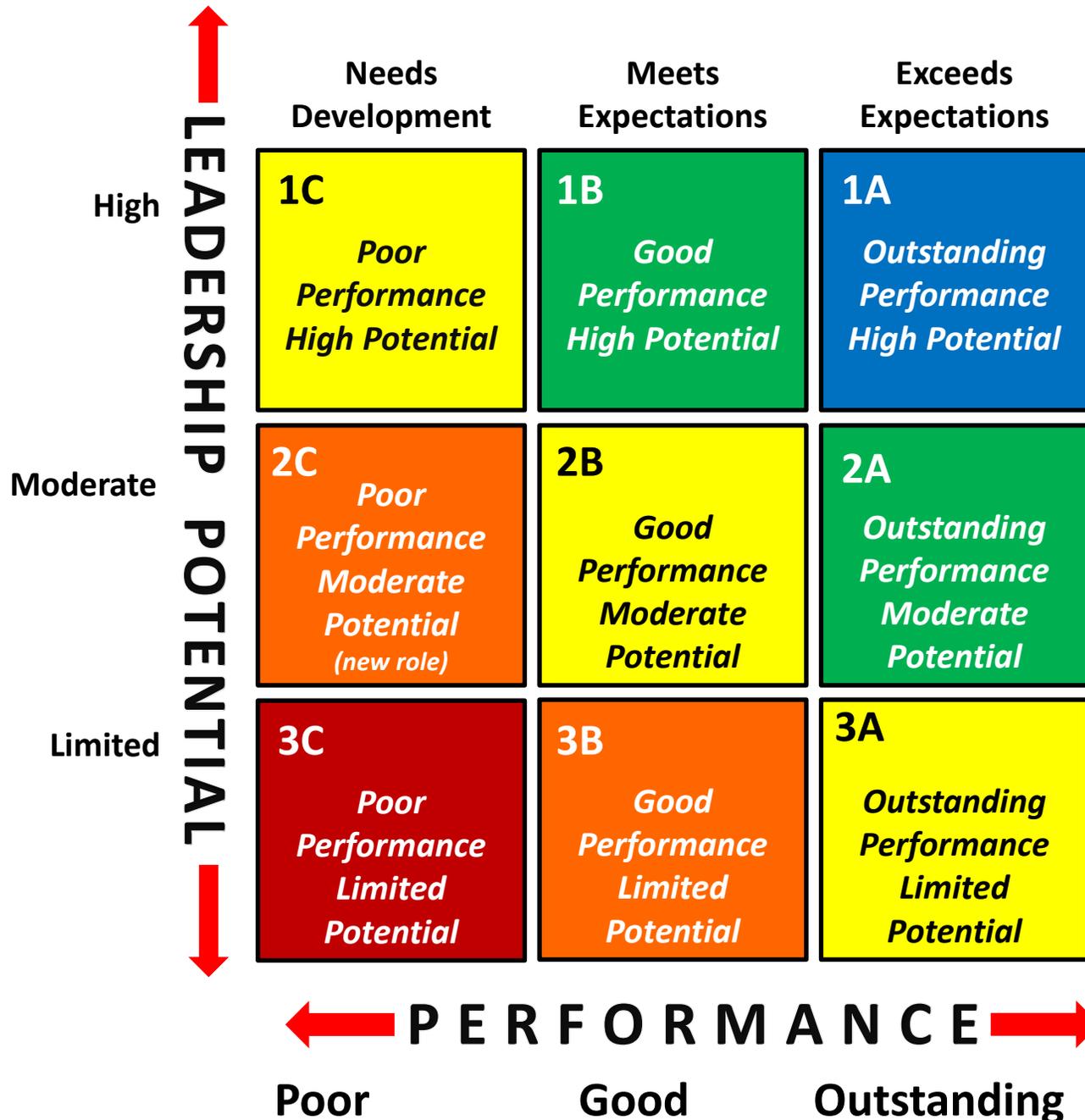


# 9 Box Performance-Potential Matrix



**Performance** - technical skills, abilities, and subject matter knowledge in job related field; ability to develop and maintain working relationships which incorporate DOHR's values.

**Potential** - the ability or capacity for growth and development into a leadership role.

**Leader** - one who guides, directs, influences, and shows the way to others.

# 9 Box Performance-Potential Matrix

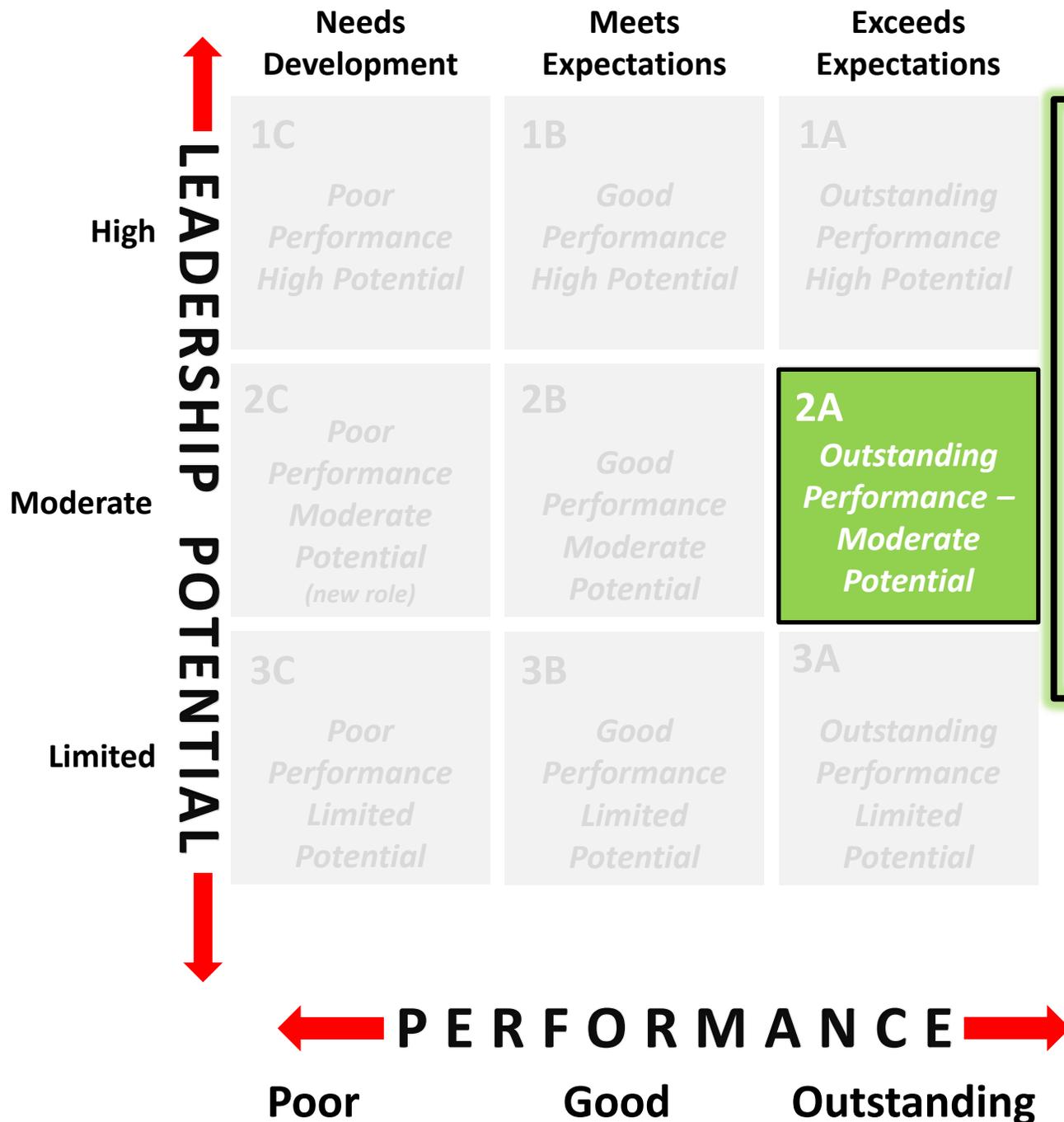
		Needs Development	Meets Expectations	Exceeds Expectations
LEADERSHIP POTENTIAL	High	<b>1C</b> <i>Poor Performance</i> <i>High Potential</i>	<b>1B</b> <i>Good Performance</i> <i>High Potential</i>	<b>1A</b> <b>Outstanding Performance – High Potential</b>
	Moderate	<b>2C</b> <i>Poor Performance</i> <i>Moderate Potential (new role)</i>	<b>2B</b> <i>Good Performance</i> <i>Moderate Potential</i>	<b>2A</b> <i>Outstanding Performance</i> <i>Moderate Potential</i>
	Limited	<b>3C</b> <i>Poor Performance</i> <i>Limited Potential</i>	<b>3B</b> <i>Good Performance</i> <i>Limited Potential</i>	<b>3A</b> <i>Outstanding Performance</i> <i>Limited Potential</i>
		←	<b>P E R F O R M A N C E</b>	→
		Poor	Good	Outstanding

**Outstanding Performance/High Potential:**  
**Definition:** Individual is developing faster than the demands of his/her current position and/or division. Individual has been given additional assignments and has demonstrated high-level commitment/achieved significant results. Individual is ready to broaden his/her skill set and take on significantly greater scope and responsibility.

**How do I know?**

- Consistently performs above and beyond the current scope of his/her job; excels when given additional assignments
- Consistently integrates behaviors associated with DOHR's values; demonstrates behaviors associated with DOHR's core competencies
- Consistently seeks new opportunities for learning, leadership development, and advanced experience
- Independently researches solutions to problems and makes recommendations for improvement toward organizational excellence
- Demonstrates systems thinking and agency impact
- Places DOHR's success above personal achievement

# 9 Box Performance-Potential Matrix



**Outstanding Performance/Moderate Potential:**  
**Definition:** Individual performs well in his/her current job, makes valuable contributions and consistently demonstrates competencies required. May be ready to take on greater scope and responsibility in the next 12 months.

**How do I know?**

- Performing above expectations; however, manager is not certain about his/her capability to handle increased scope and complexity
- Demonstrated capability to take on more work or additional projects; willingly accepts new assignments of increasing difficulty level
- Seeks opportunities to improve both self and organization
- Shows understanding of organizational mission, values, and core competencies through demonstrated behaviors; seeks to integrate them into daily work

# 9 Box Performance-Potential Matrix

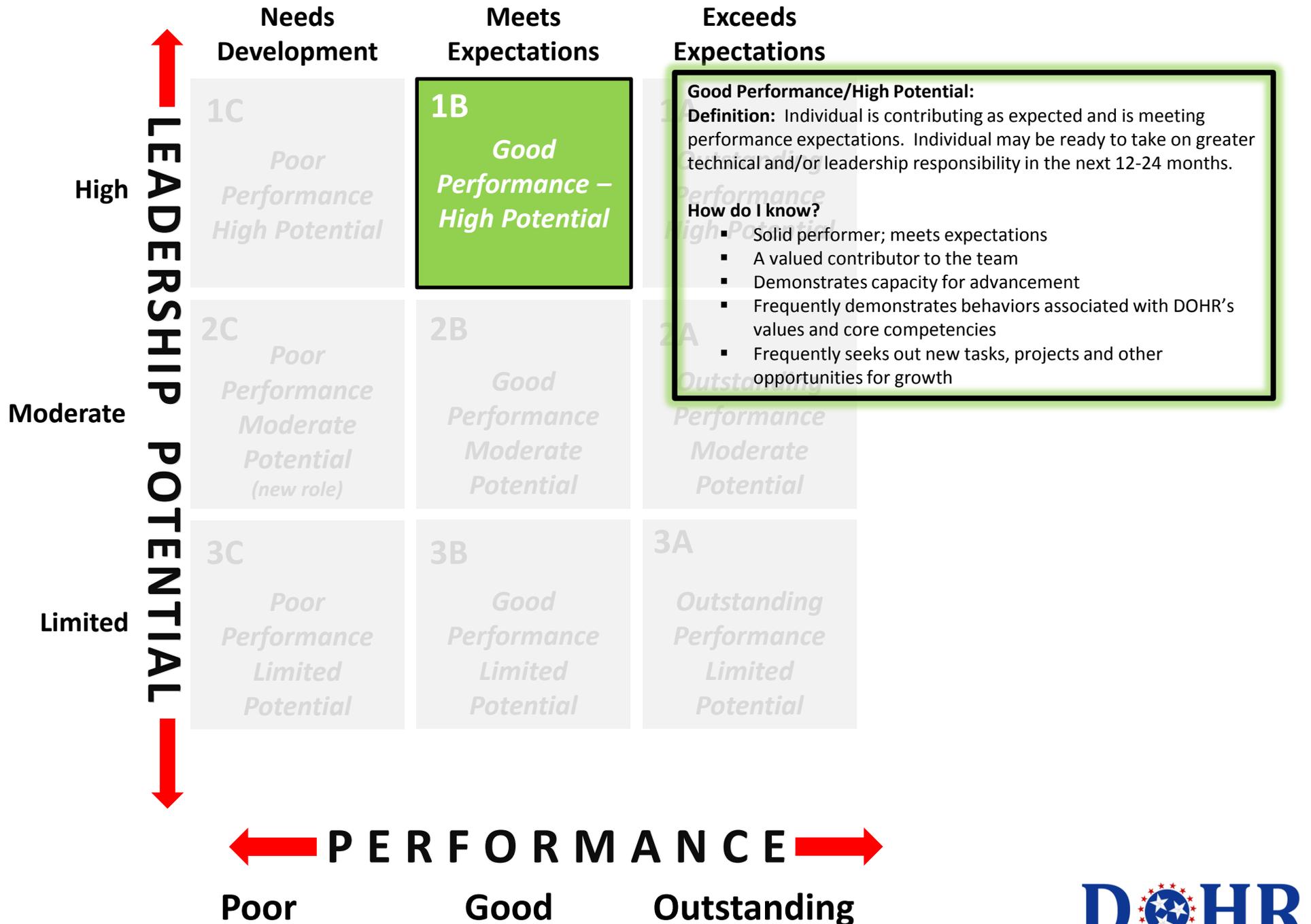
		Needs Development	Meets Expectations	Exceeds Expectations
LEADERSHIP POTENTIAL	High	<b>1C</b> <i>Poor Performance</i> <i>High Potential</i>	<b>1B</b> <i>Good Performance</i> <i>High Potential</i>	<b>1A</b> <i>Outstanding Performance</i> <i>High Potential</i>
	Moderate	<b>2C</b> <i>Poor Performance</i> <i>Moderate Potential</i> <i>(new role)</i>	<b>2B</b> <i>Good Performance</i> <i>Moderate Potential</i>	<b>2A</b> <i>Outstanding Performance</i> <i>Moderate Potential</i>
	Limited	<b>3C</b> <i>Poor Performance</i> <i>Limited Potential</i>	<b>3B</b> <i>Good Performance</i> <i>Limited Potential</i>	<b>3A</b> <i>Outstanding Performance/ Limited Potential - Technical expert</i>
		Poor	Good	Outstanding

**Outstanding Performance/Limited Potential:**  
**Definition:** Individual is performing well in his/her current job but needs to continue development in current role, or may have valuable technical skills but has not exhibited leadership potential. Individual has not demonstrated willingness to take on significantly greater scope and responsibility in the next 12 months.

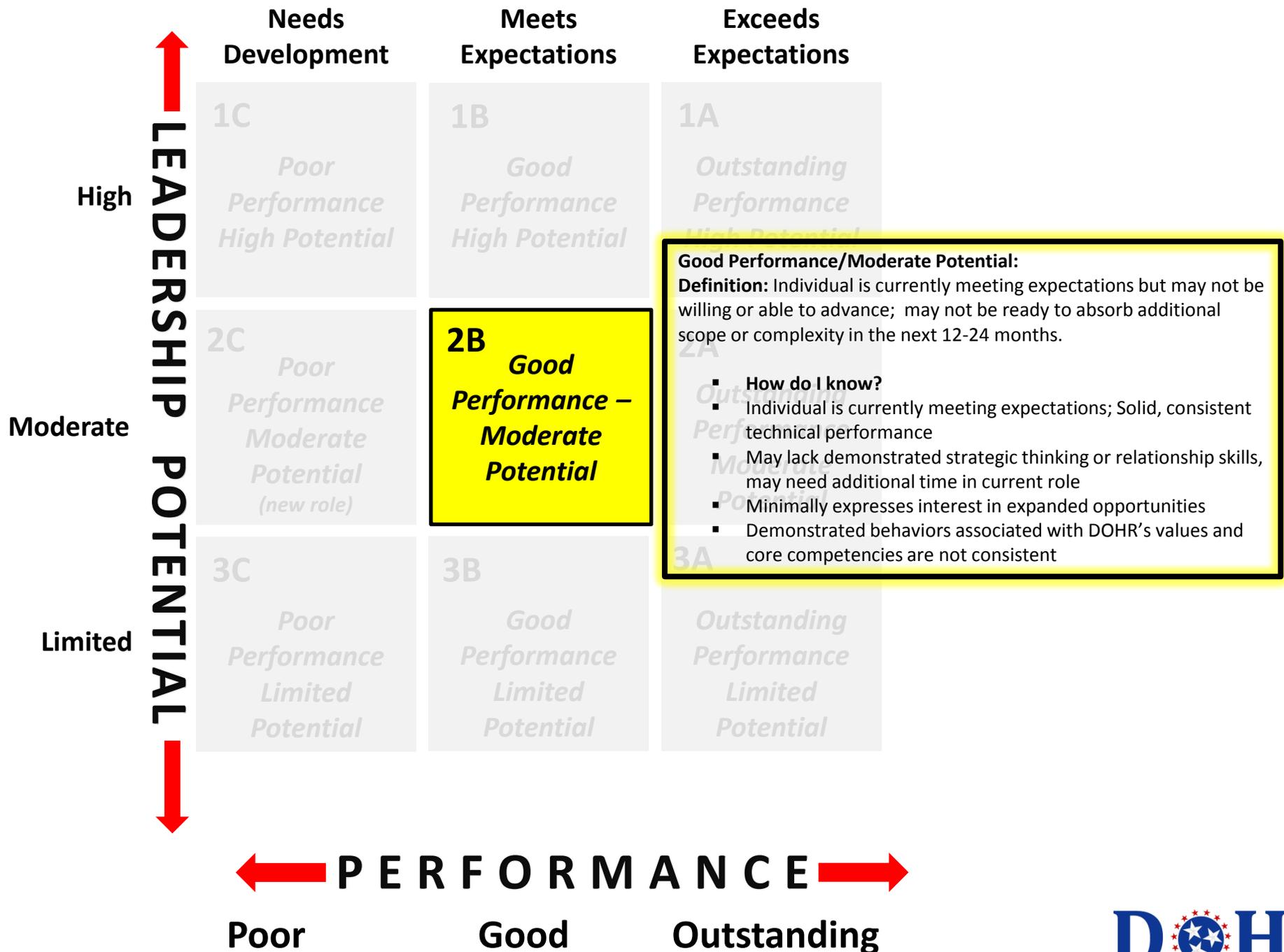
**How do I know?**

- Performing at or above expectations
- Has not outgrown his/her current job and has growth opportunities within his/her role
- Seasoned professional with technical skills who does not currently exhibit capacity/desire for continued leadership development
- Understands that organizational mission, values, and core competencies are important but is still inconsistent in demonstration of behaviors and integration into daily work

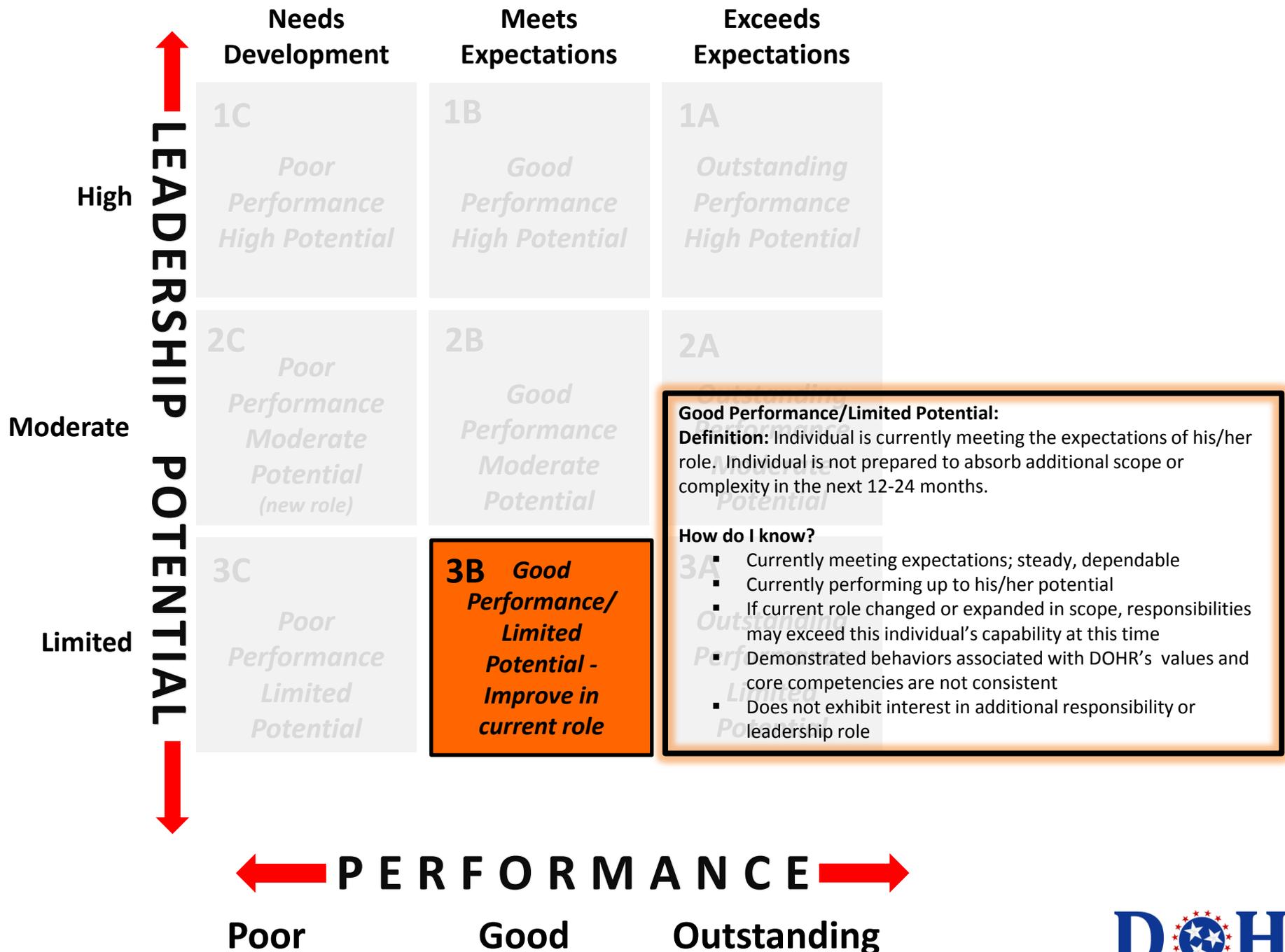
# 9 Box Performance-Potential Matrix



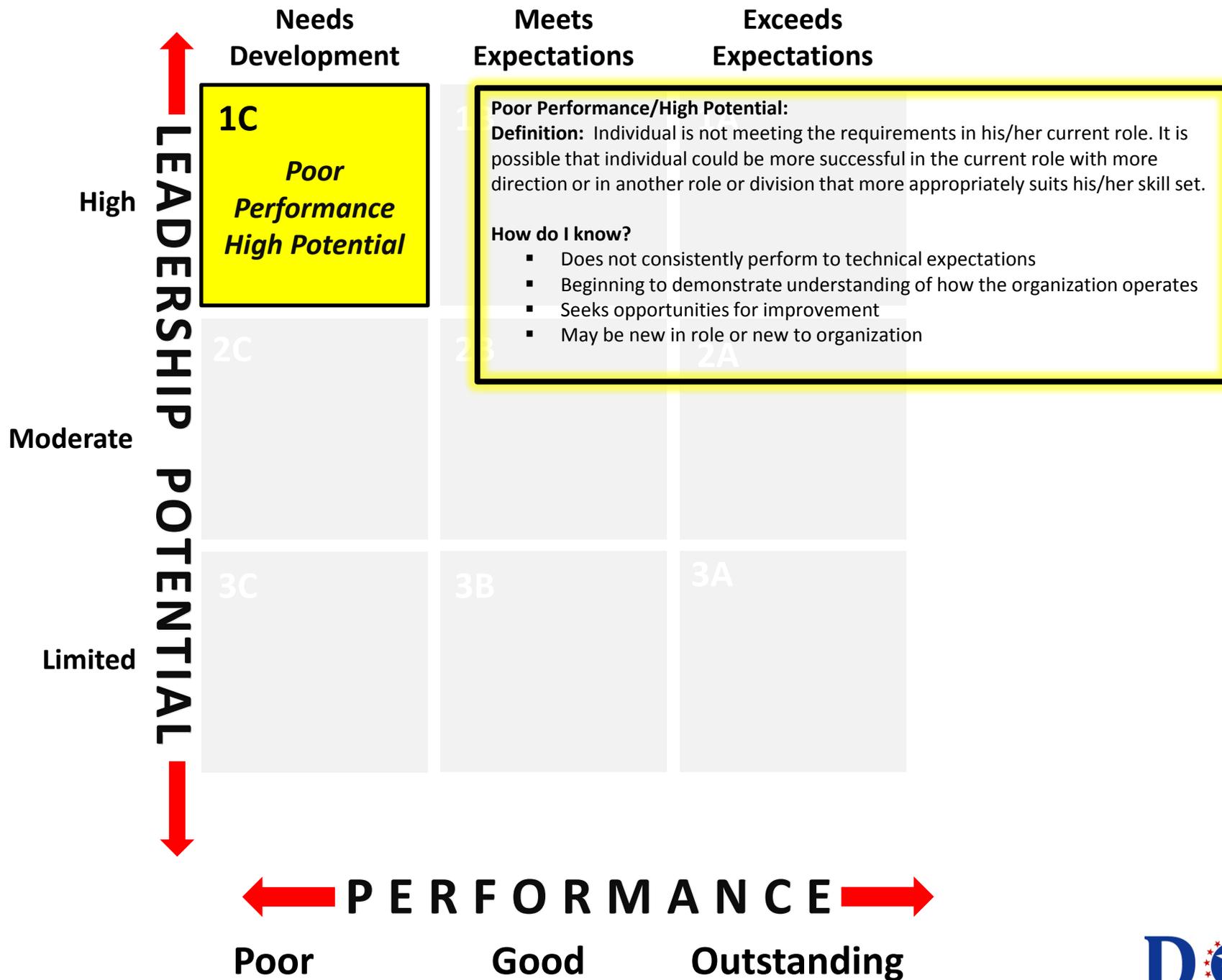
# 9 Box Performance-Potential Matrix



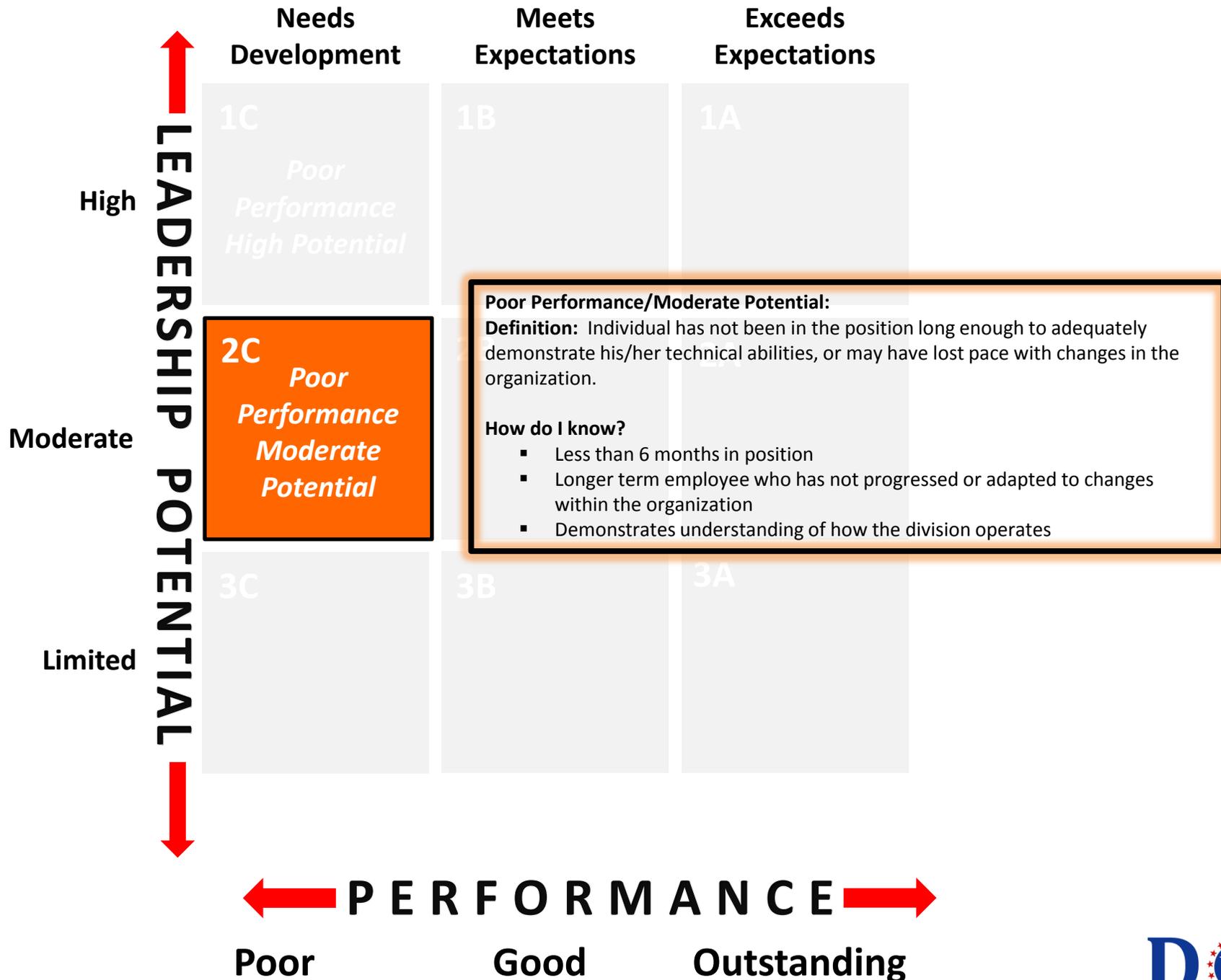
# 9 Box Performance-Potential Matrix



# 9 Box Performance-Potential Matrix



# 9 Box Performance-Potential Matrix



# 9 Box Performance-Potential Matrix

