

# SG 9-BOX TOOL

NEEDS IMPROVMENT    MEETS EXPECTATIONS    EXCEEDS EXPECTATIONS

	NEEDS IMPROVMENT	MEETS EXPECTATIONS	EXCEEDS EXPECTATIONS
LOW POTENTIAL	<p><b>AT-RISK PLAYER</b></p> <p>May be a candidate for reassignment, reclassification to a lower level or to exit the organization.</p> <p>Not ready for growth or coaching.</p>	<p><b>STAGNATE PLAYER</b></p> <p>Effective performer in role, but may have reached career potential or is lacks emotional intelligence. Coach employee on becoming more innovative &amp; focus on lateral thinking.</p>	<p><b>SPECIALIST PLAYER</b></p> <p>Experienced high performer but has reached limit of career potential. Still a valuable employee and can be encouraged to develop communications &amp; delegation skills.</p>
MODERATE POTENTIAL	<p><b>INCONSISTENT PLAYER</b></p> <p>Lacks competence in role and is inconsistency with skill and attitude.</p> <p>With coaching, could progress within level; focus on stretch goals for this employee. Need to determine willingness to grow.</p>	<p><b>TRUSTED CONTRIBUTOR</b></p> <p>Reliable and meets expectation in current role. Trusted but may need coaching in several areas, including emotional intelligence, communication and priority setting.</p>	<p><b>CHANGE AGENT</b></p> <p>Highly competent in current role and capable of handling complex initiatives.</p> <p>Coaching focus should be on helping improve strategic thinking and continual growth mindset.</p>
HIGH POTENTIAL	<p><b>RISING STAR</b></p> <p>This could be a new team member that has met the rigor of a 3 part interview, or someone new to the role with a growth. Coach for team leadership.</p>	<p><b>ROCK STAR</b></p> <p>Does extremely well at current job with potential to do more; give stretch assignments to help prepare for next level. Coach for leadership.</p>	<p><b>SUPER STAR</b></p> <p>Consistently performs well in a variety of assignments; superstar employee; big picture thinker &amp; problem solver. Coach for leadership &amp; succession.</p>