TALENT ASSESSMENT

A TOPGRADING TOOL THAT PROVIDES A CLEAR DEFINITION OF "A" PLAYERS BY MEASURING EMPLOYEES ON PRODUCTIVITY AND HOW THEY LIVE THE CULTURAL FIT OF THE ORGANIZATION.
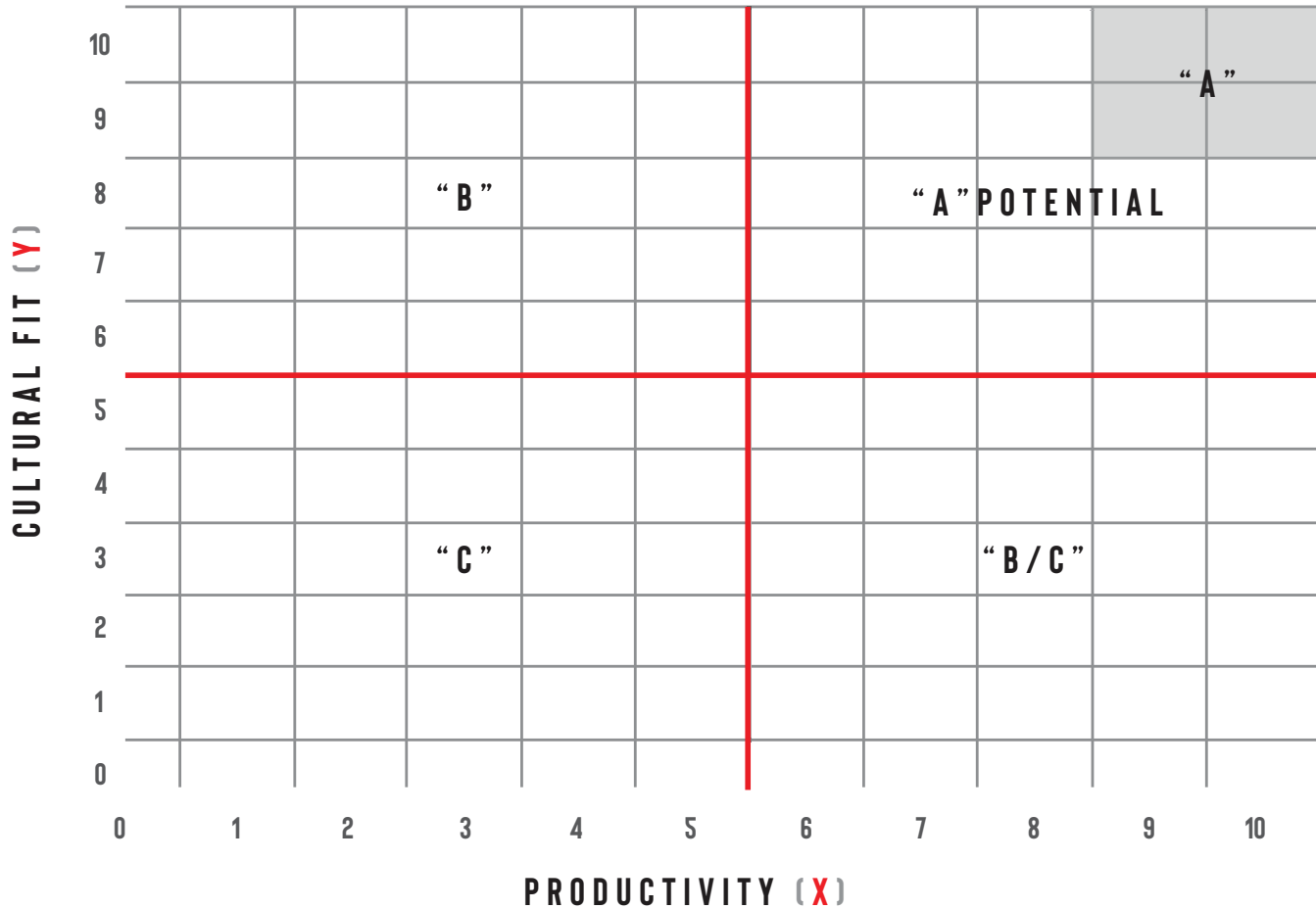
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TALENT ASSESSMENT CHART

TEAM TALENT ASSESSMENT EXERCISE

Step 1: Enter the initials of your team members.

Step 2: For each team member, assign their Cultural Fit Score (0-10) based on how well they live and exemplify your culture.

Step 3: Assign their Productivity Score (0-10) based on how well they deliver results for their specific role.

Step 4: Plot them on the graph.

Hold on rating for now, *until after you plot on the chart.*

Step 5: Finally, determine any action or coaching required.

TEAM MEMBER INITIALS	CULTURAL FIT SCORE 0-10	PRODUCTIVITY SCORE 0-10	RATING: A, B, B/C, C	ACTION / COACHING PLAN

TALENT ASSESSMENT CHART

The Talent Assessment Chart is a topgrading tool that provides a clear definition of "A" players by measuring employees on a two-axis scale. The X-axis measures the productivity of the employee based on results or KPI's for their specific role. The Y-axis measures the employee based on how they live the culture of the organization.

CULTURAL FIT (Y)

"B"	"A" POTENTIAL
	"A"
"C"	"B/C"

Y-axis scale: 0, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10

PRODUCTIVITY (X)

X-axis scale: 0, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10

NOTES:

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YOUR PEOPLE ARE YOUR BEST COMPETITIVE ADVANTAGE.

If you want to 10X your business,10X your people.

Great people attract great people. Your role as a leader is to put the very best team in place that you can afford, coach, mentor and engage to perform like "A" players.

"It doesn't make sense to hire smart people and tell them what to do; we hire smart people so they can tell us what to do."

– Steve Jobs

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"WHO FIRST" IS THE PLACE TO START.

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