



Identifying People's Potential

-Questionnaire, Interpretive Notes and People Development Techniques-

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Introduction

The needs to accurately identify people's potential has never been greater.

Organisations are constantly at risk of losing their best people. At the other end of the spectrum organisations would dearly love to part company with those who are not performing and have little potential.

Identifying people's potential is part science/part art. You only really know someone's potential when they have demonstrated it with the results they achieve.

However there are pointers to establishing a person's potential which will at least provide a starting place to open up the dialogue with someone. It is possible address issues of growing people's potential taking into account their current performance levels.

This is what the approach taken to identifying people's potential covered in this document seeks to achieve using a Performance/Potential Matrix. You will be able to identify nine categories of employee and take recommended actions to increase their potential whilst at the same time improving their performance.

Identifying People's Potential

-Questionnaire-

Consider an employee; one of your current team members. Use the rating scale below fill in to the right of each statement to respond to each statement as honestly as you can. Please note that you need to respond to every statement.

The Rating Scale

T = True
PT = Partly True
F = False

Start each statement with the words "This person....."

- ☐ 1. Consistently achieves the highest levels of performance.
- ☐ 2. Has succeeded at every job they have done in the organisation.
- ☐ 3. Is an excellent fit to their job so they get great results.
- ☐ 4. Craves personal growth and development opportunities.
- ☐ 5. Responds extremely well to stretching and challenging objectives.
- ☐ 6. Is extremely ambitious.
- ☐ 7. Always wants to bring their best efforts to their job.
- ☐ 8. Invests personal time in their own self-development.
- ☐ 9. Is highly self-motivated in their job.
- ☐ 10. Is impatient to gain promotions.
- ☐ 11. Learns at high speed.
- ☐ 12. Actively seeks out more demanding work.