

Needs Development

Meets Expectations

Exceeds Expectations

high

High Potential  
Poor Behaviors  
**Enigma**

High Potential  
Good Behaviors  
**Growth  
Employee**

High Potential  
Excellent Behaviors  
**Star**

Moderate Potential  
Poor Behaviors  
**Assess**

Good Potential  
Good Behavior  
**Core  
Employee**

Good Potential  
Excellent Behaviors  
**High Impact  
Contributor**

Low Potential  
Poor Behaviors  
**Under  
Performer**

Low Potential  
Good Behaviors  
**Effective  
Employee**

Low Potential  
Excellent Behaviors  
**Trusted  
Professional**

JOB BEHAVIORS

low

JOB POTENTIAL

high