

## HUMAN RESOURCE PLANNING MATRIX

<b>High Potential (Superstar)</b>	These are your best and brightest ready to take on more now. Challenge, develop and pay well. Give stretch projects w/ rewards. Concentrate here!	<b>10%</b>
<b>Growth Potential</b>	These workers are very good and have potential to move up with support and training. They are keepers. Give strong train and development focus.	<b>10%</b>
<b>Strategic Retain</b>	Sub group of Solid/Meets. Technically skilled, unique know-how you can't afford to lose. Keep in current role and empower to knowledge share.	<b>10%</b>
<b>Solid / Meets</b>	Doing what you pay them to do. May be eligible for a lateral. This is NOT a bad category to be in, but scrutinize bottom of oranges.	<b>60%</b>
<b>Too New</b>	Less than three months in current assignment or unable to yet see what they can contribute. On learning curve. Scrutinize for quick-over.	<b>10%</b>
<b>Over or Out</b>	Not working out in current role and you would likely not rehire them based on what you now know. Set a date to change role or dismiss.	