

Three myths to bust when identifying High - Potentials

While high performers are successful in their current roles through consistently delivering results, high potentials demonstrate the capability and readiness to take on challenging responsibilities that accompany higher roles.

Identifying high potentials is a strategic tool for organisations to foster long term growth. Ensure that you don't fall prey to these three common myths that we don't do enough to break.



01

Performance = Potential

Performance is about current performance; potential is about future possibilities. As per research, only 30% of High Performers are High Potential.

Once a Hi-Po, always a Hi-Po

Each level transition involves a change in job requirements, demanding new skills, applications and work values. Thus, the criteria for being identified as a HiPo changes with levels.

02

03

Potential means the same across organisations

The leadership behaviours and success factors that enable success, are also different from one organisation to another, based on their lifecycle, industry, strategy and other parameters.