

Three questions to ask 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. Asking these three questions can be the first step to differentiating between High – Potential and High – Performance.



01

Does the individual have the abilities required of them in the future role?

Does the individual have the motivation and aspiration to tackle the new challenges that they will be faced with?

02

03

Does the individual see opportunities to continue to grow and seek fulfilment within the organisation, or would they be prone to leaving for a competitor?