

Tool  
3.5a

## Performance/potential matrices

Plot yourself or other individuals on to one of the matrices and reflect on the question: *What should I, or other members of staff, do to improve or sustain levels of performance?*

**Model A** is an example used by Senior Director of the HayGroup, Frank Hartle.

The tool is assessing how well an individual is doing in a current job against future potential.

Exceeds  
expectation

Meets  
expectation

Below  
expectation

