

Higher	<p><b>Fails</b> to meet most performance expectations</p> <p>Has demonstrated advanced leadership potential, perhaps <b>inconsistently</b> or in a <b>different role</b></p>	<p>Meets <b>most</b> performance expectations (e.g., strong program leader but lacks supervisory skills)</p> <p>Demonstrates all of the potential criteria required of more advanced leadership positions</p>	<p>Fully meets all performance expectations and potential criteria</p> <p>Capable of moving into a senior leadership position at your organization today and aspires to do so</p>
POTENTIAL	<p><b>Fails</b> to meet most performance expectations</p> <p><b>Some</b> potential to move into a senior leadership position, but needs to demonstrate additional aspects</p>	<p>Meets <b>most</b> performance expectations (e.g., strong program leader but lacks supervisory skills)</p> <p><b>Some</b> potential to move into a senior leadership position, but needs to work on some development areas</p>	<p>Fully meets <b>all</b> performance expectations, including both programmatic and supervisory skills</p> <p><b>Some</b> potential to move into a senior leadership position but needs to work on some development areas</p>
Lower	<p><b>Insufficient information</b> to assess this person and/or new in the role</p> <p><b>Fails</b> to meet Most performance Expectations and Shows <b>low</b> potential</p>	<p>Meets <b>most</b> performance expectations of (e.g., strong program leader but lacks supervisory skills)</p> <p><b>Low</b> potential to move into a senior leadership position (i.e., lack of aspiration, ability, and/or engagement)</p>	<p>Fully meets <b>all</b> performance expectations, including both programmatic and supervisory skills</p> <p><b>Low</b> potential to move into a senior leadership position, (i.e., lack of aspiration, ability, and/or engagement)</p>
	Lower	PERFORMANCE	Higher