

9-Box

https://9box/dashboard

9-Box Performance & Potential Matrix

FILTERS

Apply

Function

☒ Architecture

☒ Business Analysis

☒ Change Management

☒ Data & Integration

☒ Development

☒ DevOps

☒ Leadership

☒ Project Management

☒ Quality Assurance

☒ Support

☒ User Experience

Level

☒ Individual Contributor

☒ Lead / Supervisor

☒ Manager

☒ Director

☒ Executive

Flight Risk

☒ High

☒ Medium

☒ Low

Ready

☒ Well Placed

☒ 1 - 3 Years

☒ 3 - 5 Years

☒ Now

PERFORMANCE OVER TIME

Exceptional

4 - High Professional

Denise Developer

Patty Project Management

Consistent

2 - Solid Profesional

Doug Developer

Paul Project Management

Inconsistent

1 - Mismatched Performer

Ben Business Analyst

7 - Versatile Performer

9 - Star Performer

5 - Key Performer

8 - Future Star

3 - Inconsistent Performer

6 - Emerging Performer

Specialized

Versatile

Broad

POTENTIAL

Add Team Member

9-Box

https://9box/member/add

9-Box

Performance & Potential Matrix

Add Team Member

Name

Enter Name

Function

Select a Function

Level

Select a Level

Potential

How much agility and aspiration this person has to be an effective leader in more challenging roles.

Focus on breadth of roles based on learning agility.

Rate the Team Member's Potential

Rating Options

Broad: Highly learning agile and aspires to be effective in a wide range of leadership roles and significantly more complex situations.

Versatile: Agility and aspiration to be effective in some new leadership roles and / or slightly more complex situations.

Specialized: Agility and aspiration to be effective in areas and / or leadership roles where they have had prior experience and / or specific expertise.

Performance Over Time

How effectively this person has performed over time (not just in the previous year).

Focus on their ability to consistently delivery results and how they did it over the last several years (2 - 4 years).

Rate the Team Member's Performance Over Time

Rating Options

Exceptional: Top performer, delivers outstanding results and role models leadership competencies.

Consistent: Delivers what is expected and demonstrates leadership competencies.

Inconsistent: Performance is not always up to standard or is not sustained.

Cancel

Add Team Member

9-Box

x

https://9box/member/edit/1

Q

9-Box

Performance & Potential Matrix

Edit Bob Business Analyst

Name

Bob Business Analyst

Function

Business Analysis

Level

Individual Contributor

Potential

Broad

Performance Over Time

Exceptional

Strengths

Enter Team Member Strengths

Development Opportunities

Enter Team Member Development Opportunities

Flight Risk

Select a Flight Risk Level

Ready

Select a Readiness Level

Cancel

Delete Team Member

Update Team Member

9-Box

x

https://9box/member/view/1

Q

9-Box

Performance & Potential Matrix

View Bob Business Analyst

Name

Bob Business Analyst

Function

Business Analysis

Level

Individual Contributor

Potential

Broad

Performance Over Time

Exceptional

Strengths

Development Opportunities

Flight Risk

Low

Ready

Well Placed

Cancel

Update Team Member