

High Potential Talent Indicators

This high potential talent indicators will help determine what staff or leaders are ready for the next level.

What High Potential Is (and Is Not)

High potential is **not**:

- Seniority
- Tenure
- Technical expertise alone

High potential **is** the capacity to grow into broader leadership responsibility.

Core High-Potential Indicators

1. Learning Agility

- Seeks feedback
- Applies lessons quickly
- Adapts to new challenges

2. Initiative & Ownership

- Anticipates problems
- Takes responsibility without prompting
- Acts beyond assigned duties

3. Emotional Intelligence

- Manages emotions under pressure
- Navigates conflict constructively
- Builds trust with peers and supervisors

4. Systems Thinking

- Understands how roles connect
- Considers impact beyond their team
- Thinks long-term, not just task-by-task

5. Mission Alignment

- Models organizational values
- Makes decisions aligned with purpose
- Demonstrates commitment to service outcomes

Use This Tool To:

- Inform leadership conversations
- Guide development planning
- Reduce bias in promotion decisions