

Characteristics of High Potential Employees

They take ownership of their career path

- Proactively seek developmental opportunities.
- Obtain required skills and abilities.
- Seek ways to expand their experience to prepare for future roles.

They are flexible

- Not willing to be seen as only a subject matter expert in one area.
- Demonstrate that they can excel in a variety of jobs.
- They learn quickly.

They know how to make friends and build relationships

- They are capable and confident in building relationships.
- They seek out mentors and advocates.
- They get to know people outside of the immediate environment.
- They are respected and well-liked by colleagues.

They are ambitious

- Have high expectations for personal work and the confidence that they can excel in bigger jobs.
- Strong work ethic and committed.
- They have the characteristics of a leader now.

Receptive to Learning and Feedback

- They know they need to grow, learn and develop.
- Open to feedback and self-improvement.
- Willing to risk mistakes so they can learn.

Earn Trust and Respect

- They consistently produce desired outcomes.
- Keep their word and deliver results.
- Competent and professional.