

High-Potential Employee Identification- Playlist

These 4 resources help answer questions related to different aspects of high-potential employee identification. The link in the first column will take you directly to the full resource. The third column provides a sample point made from the article or resource.

Resource to Help Answer	Sample Question Answered	Sample Points Made
Identifying and Assessing High-potential Talent: Current Organizational Practices Allan Church and Rob Silzer	What are the indicators of potential?	This book chapter is from the SIOP Professional Practice Series book, Strategy-Driven Talent Management . While the book was published in 2009, it provides one of the most robust and researched-back pieces on indicators of potential, such as Foundational Indicators (e.g., related to cognitive and personality factors), Growth Indicators (e.g., learning interest and orientation), etc.
Potential After the Pandemic The Talent Strategy Group Marc Effron	Should we change how we define and measure potential to align with the changing nature of work?	The core components of potential, such as intellect and personality , still have the same power to predict potential as pre-pandemic; intellect accounts for 35 to 45%, and personality covers up to 25% of variances in potential. One factor that has likely changed in some individuals is their “ <i>motivation to invest discretionary time at work.</i> ”
A Manager’s Mini Guide to Identifying and Assessing Leadership Potential Allan Church	Are there different types of potential?	There are 3 categories of potential: 1) General potential . All employees have the potential to grow at some level and should be developed to reach their potential. 2) Destination potential reflects a preparedness for a targeted senior leadership role or destination (linked to succession planning). 3) Leadership potential is the clear indicator or predictor of future leadership effectiveness at higher levels in the company.
Rethinking Potential: Should We Search for Hidden Gems, Shy-Po’s and Repressed Performers? The Talent Strategy Group Marc Effron	What are examples of how high-potential employees can go undetected?	One aspect of this article covers how organizations can uncover a hidden segment of high-potential talent: Shy-Pos —those with more significant potential but go undetected for reasons such as being less vocal about career advancement or not being “showcased” to decision-makers.

Other Resources



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