

The dynamic talent map is designed to assist you to identify the best development focus for where you are at in your career 'right now'



This work is licensed under a Creative Commons Attribution 4.0 International License.



Type of potential

### Progression

You demonstrate potential/aspiration for likely progression, usually into a higher role

### Growth

You demonstrate potential/aspiration for career growth – into a new role, or beyond immediate job requirements

### Mastery

You demonstrate potential/aspiration to perform well or excel in your current role, at least for now

<p><b>1.3 Potential Star (Early promise)</b> You have strong potential and impact, with a track record of quickly rising to new challenges. You are gaining significant stretch (e.g. in a new or challenging environment) to develop your capability and experience. You show aspiration and early promise – the question is more about when to progress, rather than if.</p> <ul style="list-style-type: none"> <li>Are you gaining experience, exposure and learning that will help for potential future roles?</li> <li>Will you be more ready to progress in the longer term?</li> </ul> <p>Development focus: Increase your capability &amp; experience in this role. Accelerate development for potential next moves.</p>	<p><b>2.3 Future Star (Ready to progress in 1-2 years)</b> You frequently achieve ambitious goals with strong aspiration and demonstration of your potential in a variety of new and challenging situations. You need time to strengthen capability and readiness in a small number of areas, before progressing to a role of increased size or scope.</p> <ul style="list-style-type: none"> <li>Would you benefit from gaining crucial experience before your next career move?</li> <li>Will you be more ready to progress in 1-2 years?</li> </ul> <p>Development focus: Strengthen the specific capability and experience needed for your targeted next move.</p>	<p><b>3.3 Star (Ready to progress)</b> You are ready now for your next bigger or more complex role. You've realised your potential and aspiration for more, having stepped up and succeeded quickly, repeatedly and effectively in a range of situations. You will likely be successful at the next level now.</p> <ul style="list-style-type: none"> <li>If you moved to a role of increased size and scope now, are you confident that you would be successful?</li> <li>Do you have both depth and breadth of experience?</li> </ul> <p>Development focus: Keep stretching yourself until next role becomes available.</p>
<p><b>1.2 Potential Performer (New to role or developing)</b> You are still developing, due to being new to your current role/level, or not yet performing the full range of your duties. It's too early to test for next-level potential.</p> <ul style="list-style-type: none"> <li>Are you picking up the role and workload at a pace someone would expect of any of your peers in similar circumstances?</li> </ul> <p>Development focus: Get up to speed in your role. Review your performance and potential in 6 months.</p>	<p><b>2.2 Key Performer (Agility beyond immediate role)</b> You consistently deliver on expectations, sometimes more. You're quick to adapt and bring others along with changes. You show agility beyond your immediate job requirements. Maybe you'll benefit from time, testing and/or a clarification of aspirations to confirm your next career move, if any, to target.</p> <ul style="list-style-type: none"> <li>Are you a go-to person for projects/new initiatives?</li> <li>Are you open to possibilities but need time or testing to clarify your next move?</li> </ul> <p>Development focus: Keep growing your broad skill base and experience. Clarify aspirations/address any career de-railers.</p>	<p><b>3.2 High Professional (Possible progression)</b> You're a highly capable, strong performer with a proven track record dealing with complex challenges. You show agility beyond your immediate job requirements and you're ready to take on new challenges, broader scope, or possibly progress to a higher role with the right experience.</p> <ul style="list-style-type: none"> <li>Are you a safe pair of hands to deal with our most gnarly problems?</li> <li>Do you need some help to recognise the potential that others see in you?</li> </ul> <p>Development focus: Keep engaged and challenged. Take up opportunities to clarify aspirations/test potential.</p>
<p><b>1.1 Not Performing (or Poor Fit)</b> You've been in the role long enough to be performing, but are not currently doing so. There might not be a good fit – between you and the organisation, recent changes, and/or your role. It could be that your talents and strengths are mismatched to job requirements.</p> <ul style="list-style-type: none"> <li>What action (development or other) will help to shift you to where you can succeed?</li> </ul> <p>Development focus: Coaching/training needed to get your performance back on track, or get support to move to a role of increased fit.</p>	<p><b>2.1 Professional (Solid performer in current role)</b> You are valued at this level and in this role. You consistently deliver on expectations. You're a reliable performer who is well placed to keep up with new initiatives, methods and ideas conscientiously. You are well placed and motivated to succeed in your current role.</p> <ul style="list-style-type: none"> <li>Are you well placed and motivated to continue delivering consistent results in your current role and stay on-board with changes over the short to medium term?</li> </ul> <p>Development focus: Development for continuous improvement and keeping up with change.</p>	<p><b>3.1 Deep Professional (Excelling in current role)</b> You are highly valued in your current role, or within a specialised field. You may be recognised outside the team, or across the organisation, sector, or industry. You are well placed and motivated to excel in your current role.</p> <ul style="list-style-type: none"> <li>Are you well placed and motivated to continue delivering exceptional results in your current role over the short to medium term?</li> <li>Are you not interested in a career move, at least for now?</li> </ul> <p>Development focus: Keep at the leading edge of your role or specialised field.</p>

Develop

Capability & performance

Strong

The dynamic talent map is designed to assist you to identify the best development focus for where someone is at in their career 'right now'



This work is licensed under a Creative Commons Attribution 4.0 International License.



Type of potential

**Progression**  
Demonstrates potential/aspiration for likely progression, usually into a higher role

**Growth**  
Demonstrates potential/aspiration for career growth – into a new role, or beyond immediate job requirements

**Mastery**  
Demonstrates potential/aspiration to perform well or excel in their current role, at least for now

