



The Metiss Group™

behavior experts at work

| Name | Right Person? (Y/N) | Right Seat? (Y/N) | Type | Action Plan |
|------|------------------------|----------------------|------|-------------|
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Evaluation

Right Person? This employee is an ideal culture fit; our core values are all demonstrated.

Right Seat? This employee has multiple metrics and consistently exceeds expectations.

Employee Type

Keeper = Right Person and Right Seat

High Potential = Right Person and Not Right Seat

Questionable = Not Right Person and Right Seat

Opportunity = Not Right Person and Not Right Seat

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The Talent Analyzer Model

Right Person?

Right Seat?

| <h3 align="center">High Potentials</h3> <p align="center"><i>Right Person, Wrong Seat</i></p> <table border="1"> <thead> <tr> <th align="left">Name</th> <th align="left">Tips</th> </tr> </thead> <tbody> <tr> <td>_____</td> <td rowspan="4"> <ul style="list-style-type: none"> • Create a scorecard • Conduct one-on-ones • Set stretch goals • Provide training </td> </tr> <tr> <td>_____</td> </tr> <tr> <td>_____</td> </tr> <tr> <td>_____</td> </tr> </tbody> </table> | Name | Tips | _____ | <ul style="list-style-type: none"> • Create a scorecard • Conduct one-on-ones • Set stretch goals • Provide training | _____ | _____ | _____ | <h3 align="center">Keepers</h3> <p align="center"><i>Right Person, Right Seat</i></p> <table border="1"> <thead> <tr> <th align="left">Name</th> <th align="left">Tips</th> </tr> </thead> <tbody> <tr> <td>_____</td> <td rowspan="4"> <ul style="list-style-type: none"> • Train managers • Empower • Develop, not train • Feedback </td> </tr> <tr> <td>_____</td> </tr> <tr> <td>_____</td> </tr> <tr> <td>_____</td> </tr> </tbody> </table> | Name | Tips | _____ | <ul style="list-style-type: none"> • Train managers • Empower • Develop, not train • Feedback | _____ | _____ | _____ | |
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| _____ | | | | | | | | | | | | | | | | |
| _____ | | | | | | | | | | | | | | | | |
| <h3 align="center">Opportunities</h3> <p align="center"><i>Wrong Person, Wrong Seat; Opening</i></p> <table border="1"> <thead> <tr> <th align="left">Name or Opening</th> <th align="left">Fire</th> </tr> </thead> <tbody> <tr> <td>_____</td> <td rowspan="2"> <ul style="list-style-type: none"> • Don't wait • Offer outplacement assistance • Don't fight unemployment • Leave with dignity </td> </tr> <tr> <td>_____</td> </tr> <tr> <td>_____</td> <td rowspan="2"> Hire <ul style="list-style-type: none"> • Define job and person • Screen for core values • Assess candidates • Match to job </td> </tr> <tr> <td>_____</td> </tr> </tbody> </table> | Name or Opening | Fire | _____ | <ul style="list-style-type: none"> • Don't wait • Offer outplacement assistance • Don't fight unemployment • Leave with dignity | _____ | _____ | Hire <ul style="list-style-type: none"> • Define job and person • Screen for core values • Assess candidates • Match to job | _____ | <h3 align="center">Questionables</h3> <p align="center"><i>Wrong Person, Right Seat</i></p> <table border="1"> <thead> <tr> <th align="left">Name</th> <th align="left">Tips</th> </tr> </thead> <tbody> <tr> <td>_____</td> <td rowspan="4"> <ul style="list-style-type: none"> • Decision time: keep or let go? • Identify core value misalignment • Create self-awareness • Conduct performance reviews </td> </tr> <tr> <td>_____</td> </tr> <tr> <td>_____</td> </tr> <tr> <td>_____</td> </tr> </tbody> </table> | Name | Tips | _____ | <ul style="list-style-type: none"> • Decision time: keep or let go? • Identify core value misalignment • Create self-awareness • Conduct performance reviews | _____ | _____ | _____ |
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On a scale of 0 - 10, where 0 is Extremely Poor and 10 is Excellent, please rate the speaker. If you rate anything lower than a 4, tell us why.

Quality of Content Presented: ____

Structure and Execution Held My Interest: ____

Provided Take-Home Value: ____

Credibility and Expertise of the Speaker: ____

Overall Rating for this Session: ____

Comments/Suggestions: _____

I'd like more information on:

Accountability Matrix

Leadership Acceleration Process

Talent Analyzer

Culture Alignment

Selection Process

Assessments

Session slides

Sign up for the Monday Minute 'Minder

Name: _____

Email: _____

I'd like to schedule time to talk (contact info) : _____

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