

# Assessing Current Workforce

## Future Potential

		<i>High</i>	<i>Low</i>
<b>Present Performance</b>	<i>High</i>	<p align="center"><b>STARS</b></p> <ul style="list-style-type: none"> <li>•Keep turnover low</li> <li>•Promote cross-training</li> <li>•Encourage responsibility and leadership opportunities</li> <li>•Promote job ownership</li> <li>•Incentive programs</li> </ul>	<p align="center"><b>WORK HORSES</b></p> <ul style="list-style-type: none"> <li>•Keep turnover low</li> <li>•Keep them motivated and productive where they are</li> <li>•Promote team work</li> <li>•Constantly recognize hard and good work</li> </ul>
	<i>Low</i>	<p align="center"><b>QUESTION MARKS</b></p> <ul style="list-style-type: none"> <li>•Convert them to stars</li> <li>•Coach them to accelerate their development</li> <li>•Promote job ownership</li> <li>•Tolerate learning errors by avoiding harsh criticism</li> </ul>	<p align="center"><b>DEAD WOOD</b></p> <ul style="list-style-type: none"> <li>•Covert them to workhorses</li> <li>•Terminate them if they cannot be salvaged</li> </ul>