TALENT MATRIX

CURRENT JOB LEVEL	SUPERVISOR
AREA	MAINTENANCE

Leadership Fit Based On Personality Traits and EQ

Management Level Potential Based on Cognitive Ability	CATEGORY		Stretch (Not Suited To A Leadership Role)	Fit (Sufficiently Suited To A Leadership Role But Needs Development in Several or Key Areas)	Natural (Well Suited To A Leadership But May Still Need Some Development)
Move		3 Levels Above Current Level	Jackson Smith		Zanele Dlamini
		2 Levels Above Current Level		Olivia Wang Thabo Molefe Nomvula Nkosi	Sipho Ndlovu Lerato van der Merwe Kagiso Mabaso
		1 Level Above Current Level	Liam Nguyen Zanele Dlamini	Jabulani Mlangeni	Nokuthula Khosa
Grow		1 Level Above Current Level		Isabella Davis Noah Taylor Mia Garcia Ethan Jones Bongani Khumalo Kgothatso Motsepe Ayanda Zulu Jabulani Mlangeni	
Stable		Best Fit At Current Level	Elijah Lewis Andile Ncube	Lucas Wright Lily Harris Oliver Wilson Charlotte Turner Nthabiseng Ramela Mandla Ndlovu	Aiden Miller Grace Thompson Mpho Ndaba Refilwe Jacobs Lwazi Ngubane
Support		May Need Support At Current Level	Harper Jackson Simphiwe Cele	William Baker Abigail Lee Daniel Scott Kefilwe Moloi	Siyabonga Ntuli Noluthando Mthembu

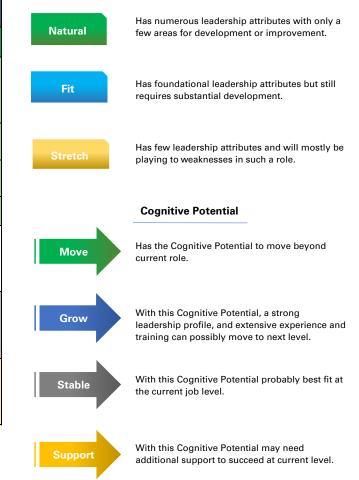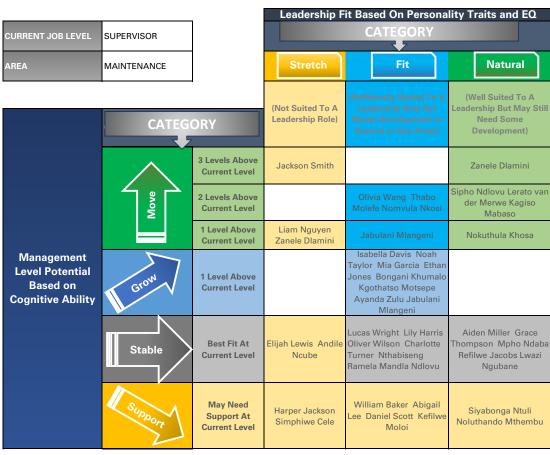## EXPLAINER AND LEGEND

Individuals are placed in a matrix which reflects both their Leadership and Job Level Potential. The horizontal axis reflects their Leadership Potential based on their personality assessment. They will fall into one of 3 categories - Stretch, Fit or Natural Categories. The vertical axis reflects their Job Level Potential based on their cognitive assessment. They will fall into one of 4 categories - Move, Grow, Stable, Support.

Leadership Attributes

Natural — Has numerous leadership attributes with only a few areas for development or improvement.

Fit — Has foundational leadership attributes but still requires substantial development.

Stretch — Has few leadership attributes and will mostly be playing to weaknesses in such a role.

Cognitive Potential

Move — Has the Cognitive Potential to move beyond current role.

Grow — With this Cognitive Potential, a strong leadership profile, and extensive experience and training can possibly move to next level.

Stable — With this Cognitive Potential probably best fit at the current job level.

Support — With this Cognitive Potential may need additional support to succeed at current level.

HIGH POT'S POTENTIAL CAREER PATH

Potential Career Path Based on Cognitive Potential

	Employee	Current Position	Move 1	Move 2	Move 3
Leadership Natural	Zanele Dlamini	Supervisor	Superintendent	Manager	Senior Manager
	Sipho Ndlovu	Supervisor	Superintendent	Manager	
	Lerato van der Merwe	Supervisor	Superintendent	Manager	
	Kagiso Mabaso	Supervisor	Superintendent	Manager	
	Nokuthula Khosa	Supervisor	Superintendent		

Potential Career Path Based on Leadership Fit

	Employee	Current Position	Move 1	Move 2	Move 3
Leadership Fit	Olivia Wang	Supervisor	Superintendent	Manager	Senior Manager
	Thabo Molefe	Supervisor	Superintendent	Manager	
	Nomvula Nkosi	Supervisor	Superintendent	Manager	
	Jabulani Mlangeni	Supervisor	Superintendent		