

“Major Attributes of High Potential Employees”

By: Jack Muellerleile

In identifying high potential employees, managers should look for the following attributes:

- Consistently superior performance in past and present assignments.
- Aggressiveness oriented to immediate accomplishments tempered by a concern for the implications of present actions on the future.
- Initiative in seeking and assuming responsibility for new work.
- Superior ability in mastering new assignments and challenges; rapid assimilation and application of new knowledge and techniques.
- Superior ability in organizing unstructured situations.
- Above average and continuing interest in self-development.
- Readiness to make decisions.
- Superior communication skills, both oral and written.
- A strong upward mobility drive while displaying sensitivity to building and maintaining effective personal relationships at all levels.
- Willingness to make the personal sacrifices usually necessary to perform effectively in senior management leadership positions.
- A high order of personal integrity.

While no one individual will possess all of these attributes, the truly high potential individual will display many of them.