Identifying High and Low Performers

For any needs assessment, it is crucial to identify high and low performers.

Tools to identify high and low performers

- Employee assessments
- Performance summaries
- Information from management
- Extant data

Important components that differentiate low and high performers

- Variations in their knowledge and skills
- Capabilities and capacity to perform
- Personality traits
- Social, personal and professional behaviors

Strategic planning comes into play when you start to understand which employees are successful in the long term with your organization.