



## "Talent" Reflective Exercise

1. What do you consider the "A" positions in your organization?

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2. Who do you consider your "A" Players?

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3. Who do you consider your solid "B" players?

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4. Who do you consider your "C" players?

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- Have they been properly trained?
- Are they in the right seat on the bus?
- Have they been held accountable for their performance?
- What is it costing your organization by tolerating "C" performance?

5. Who do you consider your "High Potentials?"

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6. Who are your "A", "B" and "C" customers?

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7. Based on performance, where do you see yourself: "A," "B," or "C"?

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