### Talent Review & Succession Planning 2014 – 2015

**Progression & Potential Matrix Guidelines**

<table>
<thead>
<tr>
<th>Progression</th>
<th>Performance</th>
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</thead>
<tbody>
<tr>
<td>Low</td>
<td>1</td>
</tr>
<tr>
<td>Medium</td>
<td>2</td>
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<tr>
<td>High</td>
<td>3</td>
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</table>

#### Low
- Has not demonstrated ability to acquire new competencies easily; unlikely to move upward within next three years.
- OR Satisfied in current position; doesn’t wish to move to higher levels of the organization.
- OR Not interested in different roles and has reached highest level in current location.

#### Medium
- Solid record of performance
  - Has competencies needed to move to next level
  - Likely to excel in many positions
  - Advancement opportunities within and across functions likely
  - Expected to move upward within next two years

#### High
- Consistently exceeds expectations in terms of performance goals and competencies demonstrated regardless of barriers encountered.
- Has no competency deficiencies that impact performance in a negative manner.
- Works independently in a highly competent manner, requiring little or no supervision.
- Consistently seeks or takes on additional responsibility.
- Individual performance is in the top 10%.

#### Performance
- **4**
  - Under-performance due to identifiable reasons that do not preclude advancement or potential to excel.
  - Potential for improved performance if moved.
  - If performance improves, expected to move upward within next two years.

- **5**
  - Solid record of performance
  - Capable of gaining competencies for next level
  - Advancement opportunities within functional/specialty area likely; may be lateral or upward
  - Movement expected in next two to three years

- **6**
  - Consistent outstanding performance; high achiever.
  - Has reached peak OR has no desire to move to higher levels of the organization.

- **7**
  - Solid record of performance
  - Not promotable due to skill or will

- **8**
  - Record of low performance or insufficient opportunity to demonstrate performance.
  - Some lateral moves may be appropriate.
  - Potential for improved performance if moved.
  - May be new to role or UC Irvine Health.

- **9**
  - Record of low performance
  - Not promotable due to skill or will

- **1**
  - Consistent outstanding performance; achieves stretch goals.
  - Has competencies needed to move to next level.
  - Likely to excel in many positions.
  - Advancement opportunities within and across functions likely.
  - Expected / able to move upward within the next year. Ready now.

- **2**
  - Solid record of performance
  - Has competencies needed to move to next level.
  - Likely to excel in many positions.
  - Advancement opportunities within and across functions likely.
  - Expected to move upward within next two years.

- **3**
  - Consistent outstanding performance; high achiever.
  - Capable of gaining competencies for next level.
  - Advancement opportunities within functional/specialty area likely; may be lateral or upward.
  - Movement expected in next two to three years.

- **0**
  - Performance varies among levels of the organization.
  - Requires additional responsibility.
  - Potential for improved performance; may move to lateral or upward.
  - Consideration for advancement opportunities within and across functions.

- **-1**
  - Has reached a reasonable pace, progressing well.
  - Expected to move to higher levels within next two years.
  - Consideration for advancement opportunities within and across functions.

- **-2**
  - Solid record of performance
  - Has competencies needed to move to next level.
  - Likely to excel in many positions.
  - Advancement opportunities within and across functions likely.
  - Expected to move upward within next two years.

- **-3**
  - Consistently meets expectations in terms of performance goals and competencies demonstrated.
  - Has few, if any, competency deficiencies that impact performance in a negative manner.
  - Requires varying levels of supervision.
  - Occasionally seeks or takes on additional responsibility.

- **-4**
  - Does not consistently meet expectations in terms of performance goals or demonstrated competencies.
  - Has specific competency deficiencies that impact performance in a negative manner.
  - Requires a large amount of supervision, direction and/or follow-up.
  - Rarely seeks or takes on additional responsibility.

- **-5**
  - Has not demonstrated ability to acquire all competencies for next level.
  - Champions change and learns quickly when presented with new challenges.
  - Seeks development opportunities and feedback.
  - Demonstrates ARIISE values in actions and behaviors.
  - Willing to move to different business functions for career advancement.

- **-6**
  - Most opportunities for growth are within own functional area or specialty - may be lateral or upward; expect movement in next two to three years.
  - Has demonstrated ability to acquire most competencies for next level.
  - Comfortable with change; learns at a reasonable pace when presented with new challenges.
  - Open to development opportunities and feedback.
  - Demonstrates ARIISE values in actions and behaviors.

- **-7**
  - Has the ability to move up within function or specialty area and has cross-functional capability; expect upward movement in next 0 – 2 years.
  - Has demonstrated ability to acquire all competencies for next level.
  - Champions change and learns quickly when presented with new challenges.
  - Seeks development opportunities and feedback.
  - Demonstrates ARIISE values in actions and behaviors.
  - Willing to move to different business functions for career advancement.

### October 16, 2014