

CALCULATE YOUR TALENT GPA



Calculate your current Talent GPA to understand who you have on your bus and how to work with individual employees to improve your overall GPA.

Start by asking this ONE question & grade your response:

HOW WOULD YOU FEEL IF YOU FOUND OUT THAT [EMPLOYEE NAME] WAS LEAVING THE COMPANY?

HERE'S THE GRADING SCALE:

A (4 Points): Sudden feeling of being punched in the gut. You rush to the door to block it and try to do whatever you can to keep this person. You know that it's going to be a big hit to the team, and it will be hard to replace this person with someone as good.

B (3 Points): Disappointment and some concern about the short term. After getting past that, a feeling that you could, at the very least, hire someone as good or possibly better.

C (2 Points): Sudden lightness and feeling of relief. You rush to the door to open it and bid them farewell – knowing that you just received a golden opportunity to upgrade.

F (0 Points): Don't let the door hit you on the way out!



TIP:

If you have anyone on your team that is an F player, you need to remove this person from your team as soon as possible.

TALENT GPA EXAMPLE

How would you feel if you found out that [EMPLOYEE NAME] was leaving the company? Grade your reaction.

Employee Name	Grade
Peter Parker	A - 4 Points
Wanda Maximoff	A - 4 Points
Steve Rodgers	A - 4 Points
Mary Jane Watson	A - 4 Points
Pepper Potts	B - 3 Points
Liz Allen	B - 3 Points
Ned Leeds	B - 3 Points
Happy Hogan	B - 3 Points
Betty Brant	B - 3 Points
Aaron Davis	B - 3 Points
Flash Thompson	B - 3 Points
Jackson Brice	C - 2 Points
Adrian Toomes	F - 0 Points



**AVERAGE GRADE =
TALENT GPA**

B / 3.0

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Employee Name	Grade

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TALENT GPA**



TIP:

You can overweight the grades for leaders or other key roles.

IMPROVE YOUR TALENT GPA

Once you have the grades for each of your employees, you should determine a course of action for each of them. Consider working with each employee to develop growth plans that factor in their goals and a path they can take the company. Here's some guidance on how to approach each group.

A PLAYERS

A Players outperform the rest of your team and should be rewarded accordingly. The easiest way to lose A Players is to surround them with C Players.

The best thing you can do for A Players is to:

1. take care of them with recognition and compensation
2. remove obstacles for them to grow/thrive.

B PLAYERS

This should be the largest group on your team. Their performance will move up when they are working with A Players and down when they are working with C Players.

The best thing you can do for B Players is to:

1. maximize the number of A Players on the team and minimize the number of C Players
2. encourage their development and help them find their strength zone.

C PLAYERS

With this group, you need to get them moving up or moving out. Grades and people can change. It's your job to put them in the best position to succeed.

The best thing you can do for C Players is to:

1. Communicate performance issues and develop an action plan
2. Give them feedback and opportunity to improve, then, if needed, part ways



DON'T COMPROMISE ON CHARACTER



If someone is not aligned with your company core values, you need to get them off the bus. Too many leaders overlook character issues if a person is a high performer. This is a huge mistake. If you don't get this person off the bus, then you may lose your best performers – the ones that embody your core values.