

# SUCCESSION PLAN PROFILE

Name of team member's profile: \_\_\_\_\_

Name of Supervisor: \_\_\_\_\_ Date: \_\_\_\_\_

**WHICH WORD BEST DESCRIBES THIS TEAM MEMBER CURRENTLY?**

*Exceptional*

*Exceeds Expectations*

*Meets Expectations*

*Under-performing*

**WHICH WORD BEST DESCRIBES THIS TEAM MEMBER CURRENTLY?**

*Low Performance*

*Medium Performance*

*High Performance*

**WHICH WORD BEST DESCRIBES THIS TEAM MEMBER CURRENTLY?**

*Low Potential*

*Medium Potential*

*High Potential*

**IF THIS PERSON LEFT TOMORROW, HOW WOULD YOU FULFILL THEIR RESPONSIBILITIES UNTIL A REPLACEMENT WAS FOUND?**

**IF THIS PERSON LEFT TOMORROW, HOW WOULD YOU SEEK TO REPLACE THEM LONG-TERM?**

**WHERE WILL THIS PERSON MAKE THE GREATEST IMPACT ON THE MISSION INTO THE FUTURE?** *What is their best future seat on the bus?*

**WHAT ARE THIS TEAM MEMBER'S CURRENT 2-3 GREATEST CONTRIBUTIONS TO THE MISSION?**

1.

2.

3.

**WHAT ARE THIS TEAM MEMBER'S CURRENT 1-2 GREATEST GROWTH OPPORTUNITIES TO MAXIMIZE THEIR CONTRIBUTION TO THE MISSION?**

1.

2.

**WHAT RESOURCE, TRAINING, COACHING OR MANAGERIAL SUPPORT WOULD BEST HELP IN THEIR DEVELOPMENT?**