

9-Box Talent Grid Builder

HR & WorkTech

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Plots people on a 9-box grid (performance x potential) with an action per box. Use it for a talent review. For succession planning, use the Succession Planning Document; for key-person risk, use the Critical-Role Risk Map.

Purpose of this tool & output

Plot talent on performance and potential

How the output is used

Use it to plot talent on performance and potential — a 9-box grid that guides development and succession decisions.

Important cautions

AI-generated placement; validate with managers.

Companion documents

- Succession Planning Document
- Career Pathing Framework
- Critical-Role Risk Map
- Leadership Development Plan
- Internal Mobility Policy

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.