



Evaluating High-Potential Talent for Executive Presence Potential

Objective: To assess the executive presence potential of high-potential talent for promotion and leadership development opportunities.

1. Self-Assessment:

- Encourage the high-potential talent to evaluate their own executive presence potential.
- Provide them with a self-assessment questionnaire or framework to identify their strengths and areas for improvement.
- This step helps individuals gain a deeper understanding of their current executive presence and sets the foundation for development.

2. Verbal Communication Skills:

- Evaluate the individual's ability to articulate ideas and thoughts effectively.
- Assess their clarity, persuasiveness, and ability to engage and influence others through verbal communication.
- Look for strong presentation skills, the ability to adapt communication styles to different audiences, and impactful storytelling abilities.

3. Non-Verbal Communication Skills:

- Observe the individual's body language and non-verbal cues.
- Assess their confidence, poise, and ability to convey a sense of authority and presence.
- Look for appropriate eye contact, posture, facial expressions, and gestures that support effective communication.

4. Emotional Intelligence:

- Evaluate the individual's emotional intelligence skills, which are crucial for executive presence.
- Assess their self-awareness, empathy, and ability to manage emotions in challenging situations.
- Look for individuals who can navigate interpersonal dynamics with grace and demonstrate empathy towards others.

5. Personal Branding:

- Assess the individual's ability to establish and maintain a strong personal brand.
- Evaluate their consistency in representing their values, strengths, and expertise.
- Look for individuals who demonstrate authenticity, credibility, and a strong professional reputation.



6. Adaptability and Flexibility:

- Evaluate the individual's ability to adapt and remain composed in various situations.
- Assess their flexibility to navigate different cultural contexts, handle ambiguity, and adjust communication styles as needed.
- Look for individuals who can thrive in diverse environments and demonstrate versatility.

7. Leadership Potential:

- Assess the potential for leadership roles and responsibilities.
- Evaluate the individual's ability to inspire and motivate others, drive results, and make informed decisions.
- Look for individuals who can effectively delegate tasks, provide constructive feedback, and mentor others.

8. Stakeholder Relationships:

- Evaluate the individual's ability to build and maintain positive relationships with key stakeholders.
- Assess their networking skills, ability to collaborate, and influence others to achieve common goals.
- Look for individuals who can navigate complex dynamics and establish trust and credibility with stakeholders.

9. Executive Coaching and Development Opportunities:

- Identify areas where the high-potential talent could benefit from executive coaching or development programs.
- Provide targeted feedback and recommendations for their executive presence development.
- Offer resources, such as workshops, training, or mentorship, to support their growth.

10. Feedback and Follow-up:

- Provide timely and constructive feedback on the evaluation results.
- Collaborate with the individual to create a personalized development plan focused on enhancing their executive presence potential.
- Schedule follow-up meetings to track progress, provide additional guidance, and reassess their executive presence growth.