



WORK AND LEARN

Are you “High Value” or “High Potential”?

In the current economic climate, employers are looking for people who can add value to their companies. Ideally, there are two groupings of employees every company wants have – “High Value” & “High Potential”

“High Value” group, generally, has employees who, over the period of time, have good understanding of company’s business, objectives and policies. They take pride in their current job role and meet all the performance expectations but are not eager to take extra responsibility or go for career progression. They enjoy working with the company and give their total commitment to company’s goal. These employees are essential part of every organisation and they play an important role to create stable culture for new and existing colleagues.

Another performance related employee grouping is “High Potential”. This is usually a grouping for employees who meet and exceed their current job requirements and are always eager to take extra responsibilities and learn something new. They have a hunger for career progression and continuously seek opportunities to excel. These people are future leaders for the companies.

For a successful organisation, a mixture of both groupings is vital. In this highly competitive market, salaries and benefits are negotiable for best people available in the market which makes it even more critical to highlight your skills and ambitions to the prospective employers.