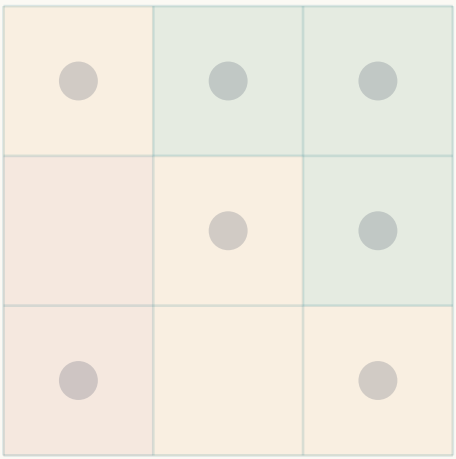
ARDENT WORKSHOP

AN ARDENT WORKSHOP PRODUCT

Free 9-Box Starter Grid

The performance × potential model, on one board — free from Ardent Workshop.

Start here



Your free 9-box starter grid

A 9-box talent grid is the simplest way to see your team's talent and succession risk on one page. Plot each person on two axes — how they perform in their role now, and how much potential they have to take on more — and they land in one of nine boxes, from Talent Risk in the bottom-left to Star in the top-right.

	Below	Meets	Exceeds
High	**Potential Gem**	**High Potential**	**Star**
Growth	**Inconsistent Player**	**Core Player**	**High Performer**
Low	**Talent Risk**	**Effective**	**Trusted Professional**

How to use the starter board

1. Open 9-Box-Starter-Grid.xlsx in Excel, Google Sheets, or LibreOffice.
2. For each person, decide their box from their performance and potential, and type their name into it.
3. Read the shape: an empty top row is a succession gap; a lone name in a box on a critical role is a key-person risk.

READY FOR THE WHOLE PICTURE?

This starter places people by hand. The full 9-Box Talent Grid does it for you: score two axes and each person is auto-placed in the right box, with a live calibration grid, box-by-box counts and named lists, a suggested focus for every box, a scoring guide, and a review log — one owned 7-tab file for Excel, Google Sheets, and LibreOffice, plus four guides. Get the full 9-Box Talent Grid ›

Free starter from Ardent Workshop. The example names are fictional and illustrative. A 9-box is a starting point for a conversation, not a verdict — not HR, legal, or professional advice, and not an assessment of any real person. The 9-box is a generic, widely-used talent model, not affiliated with or endorsed by any consultancy.