

Fast Track Talent Decisions



7 High-Impact Talent Questions for Taking Faster Action Today

Excerpt from [Talent Edge Circle](#), Brian Heger’s private community for internal HR practitioners

FOCUS	QUESTION	NOTES
Talent Upgrade in a Critical Role	What is one critical role that is not filled by the best possible person, where upgrading the talent in this seat would have a significant impact? <i>What is the role, incumbent, and my next step to address?</i>	
Top Retention Risk	Who is my single top retention risk right now that I want to address? <i>(Your top risk is usually a high-impact contributor who is most likely to leave in the next few months and who you want to retain.)</i>	
Recognition Need	Who is a valued contributor but may not know it or need to hear it? <i>Whose contributions and impact should be recognized now to ensure they feel seen, valued, and engaged?</i>	
Hidden Talent	Who is a talented team member whose strong work or potential goes largely unrecognized by others or senior leaders? <i>What step will I take to increase their visibility?</i>	
Ongoing Subpar Performance	Who is one team member whose performance has been consistently below expectations, despite feedback and support? <i>What is our final step to address this in a timely manner?</i>	
Stretch Development	Who is one team member who is consistently exceeding expectations and ready for more? <i>What stretch assignment, project, or opportunity will I commit to offering them in the next 30 days?</i>	
Unlocking Talent Capacity	What is one work initiative we are currently pursuing that isn’t adding the value we expected—and that, if stopped, could immediately unlock capacity to focus on our most critical goals? <i>What is the next step to discontinue or repurpose this work?</i>	