HiPo Scorecard — For The AI Age

Use this one page in talent reviews. Score each area 1 to 5. Keep the evidence short and concrete.

Gates: Integrity and Drive. If either is a concern, pause and address it first.
Scale: 1 below baseline 2 emerging 3 solid 4 strong 5 system impact

Area	What to look for	Evidence to collect	Weight	Score 1–5
Learning velocity	How fast the person reaches competence after a tool or workflow change	• Time to competence vs team median • Error trend in the first two cycles • Quality of post-mortems	IC 30 Mgr 20 Lead 15	
Transfer power	Ability to take an idea from one context and make it work in another	• One cross-team win with measurable speed or quality gain • Reusable notes or demo	IC 20 Mgr 20 Lead 20	
Judgment under uncertainty	Frames the right problem, names trade-offs, sets stop rules	• Short decision memo and outcome • Risk calls flagged early and corrected	IC 20 Mgr 20 Lead 25	
Orchestration of people and AI	Creates repeatable workflows others can run safely	• Playbooks, checklists, data rules, rollback plan • Adoption by another team	IC 10 Mgr 20 Lead 25	
Pro-social influence	Others get faster and make fewer errors after working with them	• Team cycle time improves • Error rate drops • Mentoring or reviews that stick	IC 20 Mgr 20 Lead 15	

Decision rule: Add to HiPo pathway when the weighted average is 4.0 or higher and at least three areas score 4 or higher for two consecutive reviews. IC or small-team roles decide at 90 days. Larger cross-function roles decide at 120–180 days.

Review cadence: Score after each significant workflow change or at least once per quarter.

Calibration: Two raters from different functions score independently and reconcile. Keep notes for an audit trail.

Fairness checks: Compare scores and access to stretch work by gender, location, tenure band. Fund access to compute, data, and coaching.