

People Decision Matrix

Clarity Builds Fairness

Assess your team with empathy and evidence, not emotion.

Roll Fit

Hire Definition: New skillset or leadership capability needed for the next stage. Actions: <ul style="list-style-type: none">• Define capability clearly before hiring.• Prioritize roles that enable growth, not just replace headcount. Example note: "Need senior marketing lead with digital experience; current coverage too tactical."	Grow Definition: Good attitude and values fit, but needs development or clarity. Actions: <ul style="list-style-type: none">• Identify one or two specific development goals.• Match with mentor, project, or feedback loops.• Reassess at 90 days. Example note: "Eager and adaptive; needs clearer structure and decision-making confidence."
Exit Definition: Low performance & low fit for future direction. Actions: <ul style="list-style-type: none">• Have candid performance and fit conversation early.• Offer fair transition plan or support.• Focus on preserving dignity and protecting culture. Example note: "Technically capable but resistant to change; undermines collaboration."	Stay Definition: Solid performers aligned with future needs. Actions: <ul style="list-style-type: none">• Reinforce strengths; clarify next priorities.• Recognize publicly or privately.• Keep engagement high - don't take them for granted. Example note: "Consistent delivery, respected by peers. Will anchor new process rollout."

Performance

Module 4. Phase 3. 31 - 60 days

People Decision Matrix

Clarity Builds Fairness

Assess your team with empathy and evidence, not emotion.



Performance

Page 2 of 3

Module 4. Phase 3. 31 - 60 days

People Decision Matrix

Name / Role	Current Performance	Fit for Future	Decision	Key Rational / Next Step
Example: Anna, Ops Director	Strong	Medium	Grow	Great culture fit. Needs delegation coaching and some bigger projects.
Example: Senior Marketing Lead	N.A.	High	Hire	Need senior marketing lead with digital experience; current coverage too tactical.