

Middle 60% Performance Tracker

Transform Your Hidden Potential Into Top Performance

Focus on Growth, Not Just Results

Your middle performers represent your greatest opportunity for team transformation

TEAM/DIVISION

Enter team name

TRACKING PERIOD

Q1 2025

MANAGER NAME

Your name

REVIEW DATE

MM/DD/YYYY

Team Member Performance Profile

TEAM MEMBER NAME

Enter name

ROLE

Sales Rep

TENURE

8 months

CURRENT

____%

POTENTIAL

____%

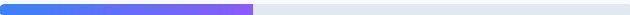
GROWTH

+ ____%

Key Development Areas



Closing Confidence



Notes...



Customer Connection



Notes...



Product Knowledge



Notes...



Time Management



Notes...



90-Day Development Actions

- Weekly coaching focused on _____
- Pair with top performer for _____
- Practice sessions for _____
- Stretch assignment: _____

Team Development Summary

Remember: Your middle 60% represents 180% more growth potential than your top 20%

Middle Performers
Identified

_____%
Average Growth
Potential

Development
Hours Planned

Leadership Notes & Observations

Key Success Metrics to Track

Individual Progress

- Weekly skill improvement
- Confidence level changes
- Customer satisfaction scores
- Conversion rate trends

Team Impact

- Overall team performance lift
- Peer mentoring effectiveness
- Knowledge sharing increase
- Team collaboration score

Remember Dave's Math

"Getting your middle performers from 60% to 90% creates more value
than pushing your top performers from 140% to 168%"

From "The Heart in Leadership Answer" by Guy Melton
Leading with heart means investing where you can create the most value