

# What Differentiates High Potential Employees?

## Question:

How do I find the best employees? The differences between high-performing employees and the rest of the pack are immense. Top performers out-produce their peers by minimum of 25 percent. How do you spot these high achievers?

## Answer:

- **Look for initiative:** Most top performing employees are “take-charge” people. They look for problems and opportunities and assume responsibility for them.
- **Evaluate flexibility:** A strong candidate should be able to demonstrate creativity when problem solving, be able to compromise in challenging situations and find alternate ways to succeed when faced with roadblocks.



- **Determine knowledge base:** Functional product knowledge, comprehensive knowledge of the market or territory and basic critical thinking skills all play a role in separating high performers from the rest of the pack.
- **Assess willingness to be a team player:** The best candidates can accept constructive criticism, deal with controversy and understand that others provide valuable ideas.

- **Demonstrate initiative:** Give examples about completing more work than was required or expected, taking risks that resulted in success, and making an effort toward continuous improvement.
- **Describe personal effectiveness:** Prove you have a positive self-image, interact well with others and focus clearly on goals and objectives. Describe a time when you were faced with a stressful situation that demonstrated your coping skills.
- **Exhibit your expertise:** Talk about products or services that were sold or implemented primarily because of your efforts. Show that you stay on top of current trends and recognize changes in your market or territory.

Make it clear that you possess the traits of a leader: Discuss a time when you had to delegate responsibility or provide a co-worker with valuable job guidance. Show that you are honest and maintain integrity even if it results in personal loss.

## Question:

How do I prove my performance abilities during an interview? Behavioral interview questions determine if you have traits of a top performer. Familiarize yourself with the common traits expected and answer questions using specific examples from past performance.

## Answer:

Incorporate these traits to help the interviewer visualize future behavior:



**Patrick B. Ropella**  
*Chairman & CEO, Ropella*  
Tel: (850) 983-4777  
Web: [www.Ropella.com](http://www.Ropella.com)

Patrick Ropella is Chairman & CEO of the Ropella Group an international Executive Search, Leadership Transformation, and Corporate Consulting firm. He authored the book and web-based training program, *The Right Hire – Mastering the Art of SMART Talent Management*, and has seen his content featured in many trade magazines, business publications, and industry journals. Patrick regularly speaks at webinars, career fairs, and conferences.