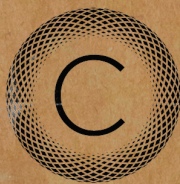




THE TALENT TRIAGE FRAMEWORK™



CIPRANI
CONSULTING
Hiring and Training Made Simple



You are not imagining it. **Something is off.**

Most leaders feel it long before they name it. You replay conversations. You rewrite emails. You second guess yourself. Not because you are bad at leading but because people problems live in the gray.

This tool exists to pull the gray into the light. **Not eventually. Now.** The Talent Triage Framework™ helps you identify what is actually happening and what kind of conversation is required next.

10 minutes of clarity beats 30 days of avoidance.



STEP 1	Who is this about?		
Employee Name			
Role		Tenure	
What is triggering this review right now:			
STEP 2	Quick Triage Questions Answer honestly. Do not over explain.		
<p>1. Ability Check. If motivation was perfect, could this person technically do the job?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No If no, what skill is missing:</p>			
<p>2. Clarity Check. Have I clearly defined what success looks like, by when, and how it is measured?</p> <p><input type="checkbox"/> Yes, what did clear look like?</p> <p><input type="checkbox"/> No, what expectation is unclear?</p>			
<p>3. Pattern Check. Is this a consistent pattern or a one time issue?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No If pattern, how long has this been happening?</p>			
<p>4. Effort Check. When feedback is given, how do they respond?</p> <p><input type="checkbox"/> Lean in and adjust <input type="checkbox"/> Deflect, resist, or blame</p> <p>Example you are thinking of:</p>			
<p>5. Role Fit Check. If this role were open today, would I rehire this person into it? <input type="checkbox"/> Yes <input type="checkbox"/> No Why or why not:</p>			

STEP 3

What is this really about?

Check the primary issue.

- Skill issue.** They cannot do the job yet.
- Clarity issue.** They do not know what winning looks like.
- Will issue.** They can do the job but are not owning it.
- Role Fit issue.** Right person. Wrong seat.

STEP 4

Your required next move.

No skipping this section.

What must change?

By what date:

How will it be measured?
.....

What happens if it does NOT change?
.....

STEP 5

Conversation Script.

Check the script you need to use.

- Performance is not where it needs to be
- Ownership and effort are the issue
- This role may not be the right fit

STEP 6

Write it out before you say it.

How I will open the conversation:
.....

The clear line I need to say out loud:
.....

How I will close with clarity:
.....

STEP 7

Final Leader check.

Am I avoiding this because I want to be liked or because I lack clarity?

- Liked** **Clarity**

- I don't have a **talent bench**. I don't have time to replace them.

STEP 8**The Truth.**

Accept that this is the tip of the iceberg.

This tool gives you clarity and groundwork for the conversation, but **NOT the momentum you need.**

If you ever wish you could say,
"I need to talk this through before I have this conversation,"
that is exactly what LTA exists for.

Inside the Leader and Team Advisory, you get:

- Real time support before hard conversations
- A management hotline for people decisions
- Scripts, systems, and accountability so you are not carrying this alone



powered by Ciprani Consulting

Your People Problems just got easier.