



High Potential: How to Spot, Manage and Develop Talented People at Work

Ian MacRae, Adrian Furnham

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Nurturing future talent – choosing the right people, developing the good into the best and keeping hold of the brightest – is essential for business.

This research-led yet accessible book offers a practical guide to:

Clearly understanding and defining potential

High flying personality traits to look out for and biographical markers of potential

Selecting positive high potential traits and weeding out negative traits like manipulation, superficial charm or narcissism

The best assessment methods for measuring potential

Developing high potential employees

Understanding why people choose to leave or stay at a company

Looking at potential in context; what it means to small vs large businesses, the public and private sector.

In exploring all of these facets, this book provides a practical framework for embedding potential, showing managers how to create a strong strategic vision for a high performing, high potential workforce; a real competitive business advantage.

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