

$$[\text{Talent} + \text{Fit}] \times \text{Investment} = \text{Growth}^{\circledR}$$

Talent: If you want to help people grow, you must first recognize their individual talents, their natural gifts. What are they naturally good at? What do they enjoy doing? Where do you see yearning to learn, flashes of brilliance, and rapid progress? Where do they experience joy? This is the place to start.

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Fit: People are in the right fit when their talents align with their responsibilities, the metrics for their success, and the culture of the organization. If you don't get the Fit right, people will grow less, and be at a higher risk of failing at the job.

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Investment: When you understand people's talent and get them into the right fit, the proper kind of investment will result in remarkable growth. Investment takes many forms, including training, mentoring, and assigning new responsibilities. People can invest in themselves, but more often the investment comes from their managers.

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Growth: To realize or fulfill one's potential.