

I AM TALENT – MY PLAN TO BE MY BEST SELF

1. World of work

What are the factors and trends impacting my industry and career?

How could I add value as an employee, entrepreneur, contractor?

6. My performance

What are my SMART goals and measures in my performance agreement?

Action plan for performance improvement
(Individual, team, organisation, external)

7. My development

My learning gaps, opportunities and learning preferences

Action plans to develop these i.e. activities, coach

2. World of Me

Who I am – personality, EQ, unique features

What I want – goals, balance, vision board

What I value – top 5 most important values

My strengths - actual & potential (see over page)

5. Differentiating myself

What are my key elevator speech/brand messages?

Action plan to build my 8 brand characteristics
(accessible, visible, reliable, service, quality, distinctiveness, reputation, value for money)

8. Qualities of success & de-railers

Action plan to develop qualities i.e. aware, authentic, integrity, drive, courage, humility, decisive, energy, resilience, impact (role models?)

Action plan to get feedback on my derailleurs i.e. Excitable, Sceptical, Cautious, Reserved, Leisurely, Bold, Mischievous, Colourful, Imaginative, Diligent, Dutiful

3. Whole person approach

Mind: My positive vs negative thoughts & beliefs

Heart: My emotional unconscious reactions (victim) vs conscious responses (victor)

Body: My health, time mgt, stress mgt, energy mgt

Spirit: My purpose, meaning, contribution, connection

4. What organizations want

How the organisation views me as talent
i.e. Performance, Potential, Readiness for next move

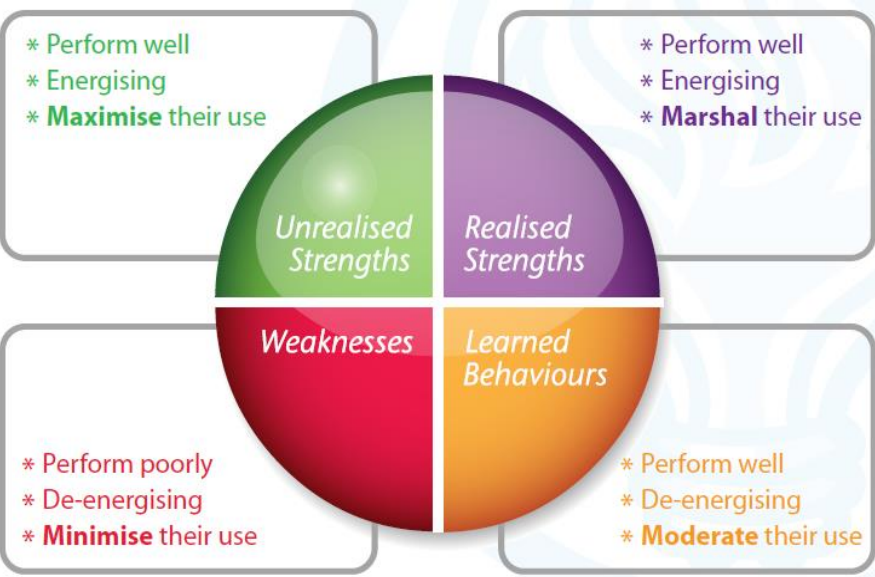
Action plan for my next career conversation – options, evidence, requests

9. Choices & Transitions

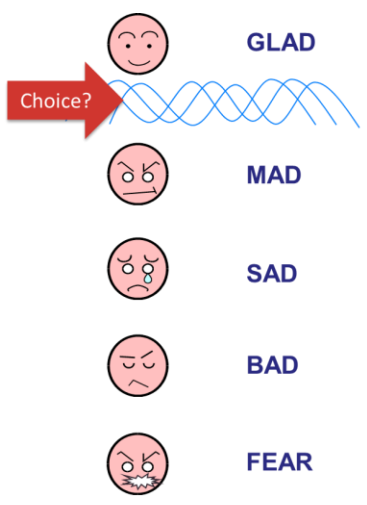
My next possible roles that match my skills & interests are ..

100 day plan for my next transition?

I AM TALENT - MY STRENGTHS

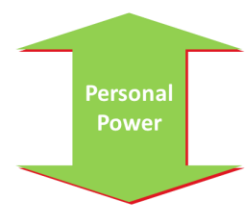


<http://www.capp.co/R2StrengthsProfiler>



CHOICE = RESPOND = VICTOR
 (respons-able, learn, adapt, grow)

VICTOR (powerful)



VICTIM (powerless)

NO CHOICE = REACT = VICTIM
 (moan, defend, blame, complain)

<http://www.catalystconsulting.co.za>

B Being	C Communicating	M Motivating	R Relating	T Thinking
Authenticity	Counterpoint	Action	Compassion	Adherence
Centred	Explainer	Adventure	Connector	Creativity
Courage	Feedback	Bounceback	Emotional Awareness	Detail
Curiosity	Humour	Catalyst	Empathic Connection	Incubator
Gratitude	Listener	Change Agent	Enabler	Innovation
Humility	Narrator	Competitive	Equality	Judgement
Legacy	Scribe	Drive	Esteem Builder	Optimism
Mission	Spotlight	Efficacy	Personalisation	Order
Moral Compass		Growth	Persuasion	Planful
Personal Responsibility		Improver	Rapport Builder	Prevention
Pride		Persistence	Relationship Deepener	Reconfiguration
Self Awareness		Resilience		Resolver
Service		Work Ethic		Strategic Awareness
Unconditionality				Time Optimiser

My key strengths