

Development Plan Objective Jim Sample



To have more positive interactions at meetings.

Develop rapport by appreciating and validating others.



Check-In Date	12/21/2009
Completion Date	01/25/2010
Start Date	11/30/2009
Feedback By	Kevin
Progress Measured By	Requested Feedback

Activities

<p>To plan a meeting agenda in which I allow space for others to speak. This will show that I appreciate others feedback and thoughts.</p>	Rating	9
	Due Date	11/16/2009
	Type	On The Job Experience
	Completed	True

<p>To become a mentor to a younger employee.</p>	Rating	7
	Due Date	11/18/2009
	Type	Activity to Support
	Completed	True

<p>To ask my manager Kevin to observe me and give feedback at weekly meetings regarding my development of positive rapport.</p>	Rating	
	Due Date	12/10/2009
	Type	Relational (e.g., Coaching/Mentoring)
	Completed	



To have more positive interactions at meetings.

Read 2 articles or book summaries and watch 3 videos selected to increase my positive interactions.

Rating

Due Date

12/30/2009

Type

Formal Education (Coursework, Training, etc.)

Completed

To lead the weekly extended staff meeting with Kevin in attendance.

Rating

Due Date

01/06/2010

Type

Milestone

Completed

Complete 2 e-coaching modules and review worksheets in biweekly meetings with John.

Rating

Due Date

01/06/2010

Type

Relational (e.g., Coaching/Mentoring)

Completed

Related ThinkBox Resources



To have more positive interactions at meetings.

<p>Primal Leadership: Realizing the Power of Emotional Intelligence (Summary)</p>	<p>Status</p>	<p>In Progress</p>
<p>by Daniel Goleman, Annie McKee, Richard E. Boyatzis. What's the secret to effective leadership? It isn't to be smarter than those you lead. Research proves that the best leaders are not intellectual geniuses, but rather masters of emotions. This summary will show you how to motivate your people to achieve high-impact, long-lasting results. To order the full version of this book from Amazon, click here.</p>	<p>Type</p>	<p>Books</p>
<p>So Smart, But... How Intelligent People Lose Credibility and How They Can Get It Back (Summary)</p>	<p>Status</p>	<p>In Progress</p>
<p>by Allen N. Weiner. This book explains why some people can be "so smart" about everything concerning their jobs except the thing that matters most: communication. To order the full version of this book from Amazon, click here.</p>	<p>Type</p>	<p>Books</p>
<p>The Listening Leader</p>	<p>Status</p>	<p>In Progress</p>
<p>by Dr. Marshall Goldsmith. Discover the importance of listening when leading others.</p>	<p>Type</p>	<p>Videos</p>
<p>Right or Rude?</p>	<p>Status</p>	<p>Completed</p>
<p>by Dr. Marshall Goldsmith. Understand that success does not always mean being in the right.</p>	<p>Type</p>	<p>Videos</p>



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<p>Don't Win Too Much</p> <p>by Dr. Marshall Goldsmith. See how not winning everything can help you engender trust and motivate others.</p>	<p>Status</p> <p>Type</p>	<p>Videos</p>
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<p>Personal Tips for Improving in Personal Warmth</p> <p>These tips help you better demonstrate your warmth in order to build relationships and get things done effectively.</p>	<p>Status</p> <p>Type</p>	<p>In Progress</p> <p>ThinkFast Tips - Personal</p>
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<p>Improving My Listening and Attending Behaviors</p> <p>In any conversation, the role of the listener is just as important as the role of the speaker. The way that you behave when you are in the role of the listener will have a tremendous impact (positive OR negative) on your connection with the speaker.</p>	<p>Status</p> <p>Type</p>	<p>In Progress</p> <p>Personal eCoaching</p>
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<p>Being Less Abrasive in Interpersonal Situations</p> <p>People who are overly candid may say that they "speak their mind," or they "call it like they see it." While it is good to be open and direct, the style in which someone delivers their comments greatly influences how they are interpreted. If you feel you need to improve in this area, let's talk through a way you can become more aware of your style and recognize the impact it has on others.</p>	<p>Status</p> <p>Type</p>	<p>Personal eCoaching</p>
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My Progress Notes

Posted 11/29/2009

Started mentor relationship with younger employee. Will define 2 goals for relationship in our next mtg.



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