

1) Strengths/Development Desires/Differentiation/Opportunities/Risks Exercise

Strengths	Development Desires/Differentiation
<p>What do other people tell you that you are good at?</p> <p>What traits do you have that you consistently know add value to other people?</p> <p>What are you doing that only you can do?</p> <p>Who are you that you are glad you are?</p>	<p>What are you not doing now that if you were would make a big difference to your performance?</p> <p>If you could start all over again what would you do differently, better, or more uniquely in your role?</p> <p>What are you doing that does not need to be done at all?</p> <p>What are you doing that could be done by somebody else?</p> <p>Who are you that you wish you were not?</p>
Opportunities	Risks
<p>What would need to change for you to perform better and feel better about your performance?</p> <p>If there was an ideal role for you what would it be?</p> <p>What are you doing that does not need to be done at all?</p> <p>What are you doing that could be done by somebody else?</p> <p>What are you resisting that you know is affecting your performance?</p> <p>Who are you that you wish you were not?</p>	<p>What is stopping you from performing at your absolute best on a consistent basis?</p> <p>What things currently outside of your sphere of influence are inhibiting your performance?</p> <p>What are you resisting that you know is affecting your performance?</p>

2) Performance Possibility Formal Review - Your name

Date:

Valued means knowing and feeling that we are accepted for who we are, and that our contribution is appreciated.

Fulfilled means that our work is meaningful to us and that it contributes to our feeling satisfied or happy because we are fully developing our gifts/talents.

Loved means that we feel like we belong, that we feel that we are a part of the family.

What is worth celebrating personally?	What is worth celebrating about your firm/team/division/department?	What is worth celebrating about your performance partner/s?
<p>In the past 90 days what has brought joy to your life or put a smile on your face?</p> <p>How have you been valued, fulfilled and loved in the past 90 days?</p> <p>Who are you that you are glad you are?</p>	<p>In the past 90 days what has made your team members feel good about themselves?</p> <p>How have team members made each other feel valued, fulfilled and loved in the past 90 days?</p>	<p>What have your performance partners done for you in the past 90 days that has added real value to your life/work?</p> <p>How have your performance partners helped you to feel valued, fulfilled and loved in the past 90 days?</p>
What can be better personally?	What can be better from your firm/team/division/department?	What can be better from your performance partner/s?
<p>What happened in the past 90 days that you were not proud of?</p> <p>What did you do in the past 90 days that you didn't really need to do?</p> <p>Who are you that you wish you were not?</p>	<p>What happened in the past 90 days that didn't put your team in its best light?</p> <p>What happened in the team in the past 90 days that adversely affected efficiency and effectiveness?</p> <p>What is happening in the team that the majority wish wasn't happening?</p>	<p>How could your performance partners supply you with more of the value that you desire, demand, and feel that you deserve from them?</p> <p>What are your performance partners doing for you that you don't need or want them too?</p>

3) Discovering My Charisma (gifts/talents)

A key to achieving the personal and business improvement you desire is incorporating in your PPP a gift/talent you feel that when enhanced would significantly help you to achieve your personal and business goals.

Four great ways to discover your gifts/talents

1) Answer the following questions

What are the gifts/talents you were born with? How are you best bringing these to your life and work?

What have been the defining moments in your life? What have been the lessons? How are you bringing these lessons to your life and work?

How well are you using your gifts/talents to help others?

- 2) Complete The Vitality Test from the home page of my Client Resources Directory.
- 3) Read the books 'The Element' and 'Finding Your Element' There are links to them at the above home page.
- 4) Go through the list on this page and the next and choose a gift you believe you could enhance and by doing so help you achieve your personal and business goals.

There is space on the form you downloaded to write in the gifts you identify with.

Intention gifts

Service: gift for giving without expectation of getting back, **Purpose:** gift for being clear of purpose in life and living it, **Ethics:** gift for doing things right and doing the right thing, **Driven:** gift for not being sidetracked no matter what the hurdles may be

Feeling gifts

Empathy: gift for feeling with others, **Interpersonal:** gift for getting on with people, **Enthusiasm:** gift for being inspirational in any situation, **Understanding:** gift for understanding others without judgement or prejudice

Thinking gifts

Questioning: gift for asking the right questions at the right time, **Visualization:** gift for seeing and creating actions in the mind first, **Strategic thinking:** gift for seeing all the scenarios for the future and choosing the most appropriate direction, **Problem Solving:** a gift to think things through and come up with the most appropriate solution

Doing gifts

Courage: gift for making a stand when no one else is, **Focus:** gift for goal planning and following plan, **Persistence:** gift for staying the course and not giving up, **Efficiency:** gift for achieving tasks in the best way possible

Being gifts

Presence: gift for attracting good just by being true to oneself, **Spiritual:** gift for understanding the interconnectedness of all things, **Integrity:** gift for saying what we mean and meaning what we say, **Trust:** gift for being trustworthy

Use this page and the next as guide to completing Your PPP

Personal and Business Performance Possibility Plan (PPP) - Your name

Dates for 90 days e.g. April 1st through June 30th 2013

Personal Possibility (Goals)

Based on what you have put into previous documents and discussed with your mentor, describe what you can touch yet not quite grab hold off in the next 90 days in your personal life.

it is recommended that you aim to achieve no more than 3 goals describing them in a sentence

- 1.
- 2.
- 3.

Current Performance

Describe in a sentence your exact performance in relation to possibility

- 1.
- 2.
- 3.

Key Strategy to move to possibility (strategy is your compass)

Describe in a sentence how you are going to move from current performance to possible performance.

Name the gift/talent you are going to enhance in the next 90 days here as well.

Key Tactics/Actions to execute the strategies (your piece of the execution map)

List what you are going stay doing; stop doing; and start doing in order to achieve your goals. Ensure your tactics/actions are measurable.

- 1.A
- 1.B
- 1.C etc
- 2.A
- 2.B
- 2.C etc
- 3.A
- 3.B
- 3.C etc

Personal and Business Performance Possibility Plan (PPP) - Your name

Dates for 90 days e.g. April 1st through June 30th 2013

Business Possibility (Goals)

Based on what you have put into previous documents and discussed with your mentor, describe what you can touch yet not quite grab hold of in the next 90 days in your business life?

it is recommended that you aim to achieve no more than 3 goals describing them in a sentence

- 1.
- 2.
- 3.

Current Performance

Describe in a sentence your exact performance in relation to possibility

- 1.
- 2.
- 3.

Key Strategy to move to possibility (strategy is your compass)

Describe in a sentence how you are going to move from current performance to possible performance.

Name the gift/talent you are going to enhance in the next 90 days here as well.

Key Tactics/Actions to execute the strategies (your piece of the execution map)

List what you going stay doing; stop doing; and start doing in order to achieve your goals. Ensure your tactics/actions are measurable.

- 1.A
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- 2.B
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- 3.A
- 3.B
- 3.C etc