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Performance Propeller

Name: | Date:

1. My greatest strengths as they relate to my performance:

2. The top 3-5 business objectives, tasks and/or deliverables I am responsible for delivering are:

3. In order to take the next step in my performance development, in the next 3-6 months, it is important that I improve:

   My ability to:

   My ability to:

   My ability to:

4. The reason this growth is important is that it will allow me/our team/our organization to:

5. My growth in the performance areas in Question 3 will be measured by:

6. In my personal life, it is important to me that I improve in my ability to:

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7. I will use the following tools to support my growth (e.g. I will ask Forward Focus Questions… I will build my Big R so I…):

8. I will apply these tools during the following specific opportunities (e.g. meetings, emails, phone calls):

9. I will take appropriate actions so that I see growth in these areas by (i.e. date):

10. Accountability: I will ensure my accountability to move this forward by (e.g. Make it a personal objective within my POIS Team, buddy, upline leader, family member):

Through Your Sustainability Process and Beyond

To multiply the value of the A.C.T. in Partnership Process and this document, it is highly recommended that you meet with your direct upline leader to discuss your Propeller within the three weeks following you're A.C.T. in Partnership session. Their input and support can propel your performance in the areas most important to you and your organization.

Recommended questions for this conversation:

- In terms of all the priorities for my position now, from your perspective, what are my top three priorities and why?
- What aspects of my performance are you most pleased with and why? What can I do more of or differently to sustain your confidence in me?
- What ideas do you have for me to add even more value to our team (or this project or the organization)?
- Where in our organization do you envision me contributing that I am not already? What difference will that make to the organization?
- What went well during this conversation that we'd like to replicate in the future?

Want to take the conversation with your upline leader further?

- What roles do you anticipate me fulfilling in the next 1-2 years?
- What work do you anticipate me leading or contributing to in the next 1-2 years?
- What is your vision for the team? What role do I play in that vision?
- What opportunities do you see for me to share my strengths even more?
- What has worked well in our partnership in the last few months?