

Performance development plan

[Business](#), [Management](#)



Introduction

This development plan will focus on the characteristics of my learning team as well as my personal characteristics as their leader. This plan will allow me to assess the needs of my learning team as well as the ability to hone in on their strengths, areas for improvement, and resources needed to help them reach their career goals. This development plan will also allow me to determine how my leadership style will impact the success of the team and give me the ability to adapt to different behavioral styles by reviewing each individual DISC Platinum Rule - Behavioral Style Assessment.

Personal and Individual Team Characteristics

Personal Characteristics

Based on the DISC Platinum Rule - Behavioral Style Assessment that both my learning team and I completed, we fall into three major categories - Interactive, Dominance, and lastly Cautious Styles. In my personal assessment I was categorized primarily as Interactive in style and traits. Based on this knowledge my primary style includes persuading, motivating, and entertaining others; whereas the assessment states my growth areas include attention to detail, short attention span, and low follow-through. The main focus or priority for me is people and being interactive, busy, and personal in the workplace setting.

Individual Team Characteristics

Two of the team members, besides me, were also characterized as Interactive - "The Impresser". Some additional characteristics in this

category include wanting to achieve results with flair, judging people by their ability to make things happen, working harder when bigger risks or rewards are at stake, prefer to share in work and goals with people, wanting to do things the 'best' way, and become restless, short-tempered, lashing out when under pressure.

Two team members had the Dominance Style traits which include individuals being time-sensitive, organized, and to the point. The Dominance Style is driven by two governing needs: the need to control and the need to achieve. The D Styles are goal-oriented go-getters who are most comfortable when they are in charge of people and situations. They want to accomplish many things now, so they focus on no-nonsense approaches to bottom-line results.

The Dominance Styles seek expedience and are not afraid to bend the rules. They figure it is easier to beg forgiveness than to ask permission. The D Styles accept challenges, take authority, and plunge headfirst into solving problems. They take charge in a crisis. They are fast-paced, task-oriented, and work quickly and impressively by themselves, which means they become annoyed with delays. They are willing to challenge outdated thinking and ideas.

Lastly, one team member had the Cautious Style traits which include analytical, persistent, systematic people who enjoy problem solving. They are detail-oriented, which makes them more concerned with content than style. The C Styles are task-oriented people who enjoy perfecting processes and working toward tangible results. They are almost always in control of their emotions and may become uncomfortable around people who are very

out-going, e. g. , the Interactive Styles. Strengths and Growth Opportunities of Behavioral Styles

Strengths

Interactive Style leaders' primary strengths are their enthusiasm, persuasiveness, and sociability. Dominance Style leaders' primary strengths are accepting challenge, ability to take authority, and go head first into solving problems. They have an ability to get things done and their decision making skills are very high. Cautious Style leaders' primary strengths are their accuracy, dependability, independence, follow-through and organization.

Growth Opportunities

Growth Opportunities for the Interactive Style of Behavior are broken into two categories with tasks and with people. Interactive Styles tend to underestimate the time and effort required by themselves or others to accomplish tasks. They also tend to be impatient, primarily when they are stressed or under pressure. Growth opportunities for the Dominance Style of Behavior include being broadening their perspectives.

They need to learn to be effective outside of their comfort zone by considering different points of view and other ways to achieve their goals. Growth opportunities for the Cautious Style of Behavior include being more attentive to details and timely follow-through. Curiosity of these leaders may lead to digressions while at work. These leaders are found to be intense by nature and tend to be impatient with themselves and others, especially when things aren't going well.

Development Plan for Each Behavioral Style

Development Plans for the Team based on Behavioral Style

Interactive Style Development Plan

In order for Interactive Style leaders to be successful they need to be more selective about tasks that they take on and not be afraid or hesitate to ask others for help. When dealing with others they need to learn how to relax and enjoy regular recreation to ensure that they can handle their reactions in a proper manner to stress. Delegating tasks instead of taking everything on, asking for assistance on projects while coaching staff, will allow them to grow in their organizations, while still feeling like they are in the know.

Not only will this allow and them to focus on other opportunities they are developing their staff. In order to be successful in the work environment they need to prioritize, organize, see tasks through completion, and write things down. As their leader, I will show them that I admire their hard work and accomplishments, support their feelings when possible, interact with them, support their ideas and show them my positive side. Being that I am an Interactive Style leader this will come naturally to me in dealing with other leaders of this style in my group.

Dominance Style Development Plan

In order for these leaders to be successful they need to consider viewpoints of others and look outside the box for other ways to achieve goals. These leaders would benefit from being flexible in their decisions and this would help them solve problems more creatively. This not only allows for the leader to grow, but also develops more trust in the associates they are leading. As

their leader I can provide precise data on projects that they are working on, allow them to work independently and do things within their limits, look for opportunities to modify their work-load focus, and allow them to take the lead.

Being that both this style and the Interactive style both preferring faster pace we will get along well with pacing the workflows. Cautious Style Development Plan For Cautious Style leaders to be successful they need to learn to pace themselves. Taking time-outs during the workday may help allay their natural intensity. They need to remain positive when dealing with situations and people under pressure. If they are able to control their thoughts and emotions in such cases, then they can use their creativity to discover workable solutions.

These leaders will benefit from staying focused on key priorities, sorting out tasks, outline expectations for associates, and allow others to take control of projects. This will not only allow the leader to balance their growth opportunities but will also allow their associates to gain more trust in the leader. As their leader, when I approach them for questions or projects I will ask them in a direct manner, show reasoning, provide explanations in writing, compliment them on their thoroughness, and ask tactfully how I may assist them if needed.

Conclusion

In conclusion, after reviewing each individual assessment of my learning group as well as my personal assessment through the DISC Platinum Rule Behavioral Style Assessment, I have been able to review how each Style has

their own strengths and weaknesses, and how to create a professional performance plan on helping each team member to be successful in their organization. The assessment has allowed me to have a better understanding of different behavioral characteristics as well as my own personal traits, strengths, and weakness. This will give each of us the ability to balance, adapt, and grow in our roles within our organizations.