



TrACTION PLAN[®]

Name: Bob Smith

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Goal: *(This is your call to action. It should stir you. What's your why? "I want to change so that...")*

Perform to my "highest and best" and contribute meaningfully to the company's strategic and financial objectives. To that end, to ensure that my strengths are fully leveraged, and my constraints minimized.

Strengths: *(What are strengths you bring to your work role or relationships? Type them separated by commas.)*

Takes charge, strong point of view, aggressive, intelligent, self-confident, thick-skinned, resilient

Top Constraints: *(What behaviors hold you back? What strengths can you take too far? You can group profile scales and use summary phrases for the top constraints but still list the Flippen Profile scale names and the direction of change. In some cases, the direction may be situational such as "Find the right balance of _____.")*

- Higher Criticality combined with lower Nurturing
- Lower Deference combined with higher Dominance

Impact: *(Add a sentence on how your constraints impact you. "If I don't work on my constraints, then...")*

I'm viewed as pushing for what I want without regard for the ideas, needs, and opinions of others. My relationships are further at risk because of an over-emphasis on criticality and skepticism, and because of poor communication and a consequential lack of connectedness to teammates based upon mutual respect and trust.

TrAction Steps: *(What are your behavioral, observable steps or tweaks to mitigate your constraints? Ideally, group them under the respective constraints they address.)*

- Higher Criticality combined with Lower Nurturing
 - I will lead with encouragement and appreciation in all my first responses.
 - I will be among the last to weigh in and be the first to ask others to share their ideas and opinions.
 - I will be more in tune with the messages my body language can send (e.g., crossed arms and my "scrutinizing" face).
- Lower Deference combined with Higher Dominance
 - I will stop saying things like, "I don't care what they think."
 - I will start deferring to the ideas of others; even encouraging them and saying things like, "Whatever the team thinks is fine with me."
- Get more quick feedback by confidently asking questions such as "What could I have done/said better?" or "Any tips for me on..." Homework: Get feedback 4 times in the next 4 weeks.

Next Steps:

- Complete the first draft of your *TrAction Plan* during your Flippen Group one-on-one session.
- Email or hand a copy to at least four colleagues (peers and direct reports).
- Share a copy with your team leader, making certain they have a chance to weigh in and fully sign off on your *TrAction Plan*.
- If you update your *TrAction Plan* based on input from others, send updated copies to all involved, and your Flippen Group coach.
- Post a physical copy of your *TrAction Plan* at your desk and ideally, also at home.
- Especially for the first 30 days, add a daily calendar reminder to do a quick 1-minute review of your *TrAction Plan*.
- In 90 days, get quick feedback from your team leader, peers, and direct reports on your progress.