



# TrAction Plan™

For use with *Capturing Kids' Hearts 2*®, *Leadership Blueprint*™, *Leadership Blueprint Recharged*™, and *Coaching Greatness*™.

Name: \_\_\_\_\_

Date: \_\_\_\_\_

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

\_\_\_\_\_

**Strengths:** (What strengths were in your *Flippen Profile*®? What other strengths have you shown?)

• _____	• _____	• _____	• _____
• _____	• _____	• _____	• _____
• _____	• _____	• _____	• _____

**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 \_\_\_\_\_.")

**1** \_\_\_\_\_

**2** \_\_\_\_\_

**Impact:** (Add a sentence on how your constraints play themselves out. What impact do they have?)

\_\_\_\_\_

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

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

• 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 4 feedbacks in 4 weeks.

## Homework/Accountability:

- Post and email a few copies of this - create some conversations.
- Put a daily reminder on my calendar for 30 days to read this document.
- Ideally, meet quarterly one-on-one with a few colleagues to review my *TrAction Plan*.