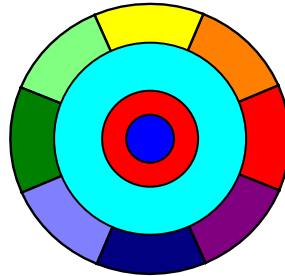


STRICTLY CONFIDENTIAL

INDIVIDUAL DEVELOPMENT PROGRAMME

FOR:

MENTOR:



TO MOVE FROM:
"I DO WHAT I DO BECAUSE I HAVE TO"
TO
"I DO WHAT I DO BECAUSE I CAN AND WANT TO"



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END-RESULT OF THIS DOCUMENT

The end-result of this document is energy profit for you and for your job.

What is energy profit?

For you:

More energy flows back to you than flows out.

It gives meaning to life. You feel that what you are doing is enjoyable and worthwhile.

For your job:

In terms of your job profit could be formulated in terms of quantity (more); quality (better); speed (faster); safety (safer); cost (cheaper) and integrity (stability and complying with work ethics and governance).

STEP 1

WHAT IS PROFIT FOR YOU?

Remember: profit means that more energy flows back than what flows out. Loss means that more energy flows out than what flows back. The first step in switching a loss to a profit is to know exactly what will be profit to you.

- Should focus on what you want
- Deals with you as a person and your life on earth
 - Should be 'specific' and 'measurable'
- Should be 'realistic' and 'attainable' otherwise it becomes a nightmare
 - Should be linked to time
- Refer to the profit clusters on the next page and then describe a profit equation for you for each cluster

Examples

These examples illustrate the typical thinking you can follow to design a profit equation for each cluster

Mental or cognitive

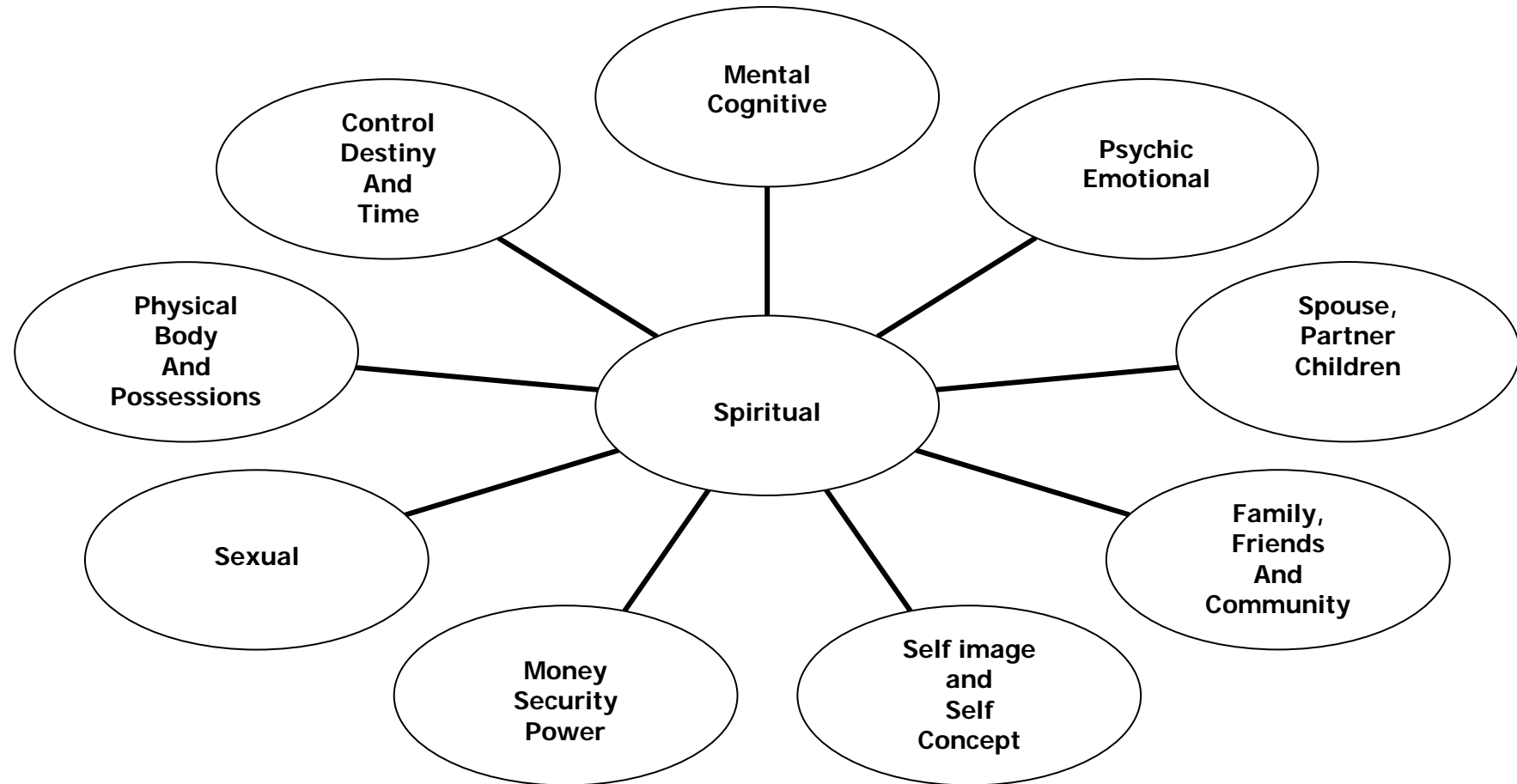
What cognitive profit do you want? Using your own paradigm? Free-flowing creative thinking? Investment thinking? Using the 'here-and-now' paradigm? Solutions driven? Future thinking? Understanding the core essence and philosophy of an issue? Challenging basic assumptions? Pragmatic and realistic thinking? What?

Psychic or emotional

What is the dominant emotion you want to experience? Contentment? Excitement? Happiness? Fulfilment? Love? Warmth? Pride? Achievement? What?

ENERGY PROFIT CLUSTERS

There are 10 clusters. Please rank them in order of importance. The most important cluster will receive a rank of 10 and the least important cluster a rank of 1. Please, please use your own, personal paradigm in assessing the importance



PERSONAL MISSION

- What would I like to leave behind?
 - What is my legacy?
 - My own eulogy
- As what/whom would I like to be known?
- What would I like others to say about me when I am dead?
 - What do I want to accomplish?
- What emotions/reactions would I like to trigger in others?

CAREER GOALS

SHORT-TERM CAREER GOALS (1-2 years)

LONG-TERMS CAREER GOALS

Short term – 1 year

Long term – 5 years

- If I meet you again after 1 year and ask you: "How are you doing?" what will you tell me? And after 5 years?
 - Then I ask you: "What did you achieve?" – What will you tell me?
 - Where (physical set-up) will I find you after 1 year? And after 5 years?
- If I ask others: "Who is he/she?" what will they say after 1 year? And after 5 years?

FUNCTIONAL END-RESULT for YOUR JOB

THE 'WHAT'

An end-result specifies: "What should be more, less, or different after a specific period of time because of me?" It is more specific and committed than a business goal.

It should be:

- Specific
- Measurable
- Attainable
- Realistic
- Time
- Towards to (more) or away from (less)

FUNCTIONAL VISION STATEMENT

Functional vision or the 'dream'

Should be linked to the end-result and formulated in terms of the 'smarte' configuration

- Should be 'specific' and 'measurable'
- Should focus on what I want – my dream
 - Should be 'attainable' otherwise my dream becomes a nightmare
- Push the 'realistic' term to the brink of fantasy but do not fall over the edge
 - Do not link 'time' to it

FUNCTIONAL MISSION STATEMENT

Functional mission - the 'how'

A mission statement formulates my sub-end-results in terms of each component of the value chain – for example team members, cost, safety, processes, business partners and macro- and micro forces.

“I will achieve my end-result by:”

It should be formulated in terms of the 'Smarte' configuration

RESULTS OF FORCE FIELD ANALYSIS

BRICK WALLS

<i>IDENTITY</i>	<i>IMPACT</i>	<i>STRATEGY TO AVOID</i>	<i>REWARD/BENEFIT</i>

HAND BRAKES

<i>IDENTITY</i>	<i>IMPACT</i>	<i>STRATEGY TO RELEASE</i>	<i>REWARD/BENEFIT</i>

ACCELERATORS

<i>IDENTITY</i>	<i>IMPACT</i>	<i>STRATEGY TO OPTIMISE</i>	<i>REWARD/BENEFIT</i>

FORCE-FIELD ANALYSIS

You do not operate in a vacuum, but in the presence of macro- and micro forces.

Forces can be described as:

- **Brick-walls**

A brick wall is a given. You will not be able to change, circumvent or eliminate it. It is in your face. You have to devise a strategy to minimise the energy it abuses. Or you can flip the flow of your energy to explore the advantages of the brick *wall*

- **Handbrakes**

A handbrake is an irritant and energy zapper. It slows you down. You need to devise a strategy to release the Handbrake to allow your energy to flow freely.

- **Accelerators**

Pockets of precious energy. Identify them (they are there!) and activate them.

MY ENERGY PRINT OR IDENTITY

WHAT IS IT?

It is my gender, preferences, mind, heart, body, soul, voice, hands and competencies.

It is concerned with the miracle of life; genetics; upbringing; important others; trauma; successes and or failures; history and reason for existence

It will be revealed by:

What and how I say; what and how I do – behaviour; what and how I show; what and how I deliver; how I lead; what and how I think and:

HOW AM I DOING?

It is all of me

Everything

It is who I am

It consists of:

Real identity (this is who I am and my own self-evaluation of that)

Ideal identity (who/what do I want to be),

Projected identity (what will/do others say)

Deals with centricity – core essence of me as an individual

Reflects on uniqueness – it distinguish me from others

It should have a temporal continuity in core values while everything else is developing/changing

It has the primary role of integrating the different systems and sub-systems in one, seamless, streamlined energy flow.

It operates on the gestalt principle

It is based on my core values

It gives birth to my attitudes and behaviour

It leads to identity crises if I am subjected to trauma.

It also creates an opportunity for me to create my own earthly destiny

ENERGY PRINT (IDENTITY)

What are my strengths? – use the results from the 360 Competency feedback

What are my development areas? – use the results from the 360 Competency feedback

What is my speciality? What do I do best?

What are my personal values?

What makes me special and separates me from others?

How do others describe me? – Ask them!

What should I stop doing? – Next steps

What should I start doing? Next steps

What should I continue doing? Next steps

What are my preferences? (Use the results of the Team Management Profile)

Extroversion and Introversion

Scores:
Advantage:
Price I pay:
Next steps:

Practical and Creative

Scores:
Advantage:
Price I pay:
Next steps:

Analytical and Beliefs

Scores:
Advantage:
Price I pay:
Next steps:

Structured and Flexible

Scores:
Advantage:
Price I pay:
Next steps:

My major role

Role:
Advantage:
Price I pay:
Next steps:

Identifying Energy Zappers

Refer to the instrument "Identifying Team Energy Zappers"