

Module 6: Developing People
Self-Assessment and Planning Worksheet

Which tools and qualities have you drawn on to develop others? Which have you benefited from in your own development? Which are supported and encouraged by your organization's culture and leadership? *(Check all that apply.)*

Aspects of People Development	Used by me to develop others	Used for my own development	Supported institutionally
Recognizing and creating learning opportunities for others			
Providing subordinates with autonomy and responsibility and supporting them in success and failure			
Considering people development an important job responsibility and giving this role adequate time and attention			
Participating in mutually beneficial mentoring and/or coaching relationships			
Creating opportunities for peer-to-peer learning relationships			
Incorporating the attitudes and practices of mentoring and coaching into relationships with colleagues and supervisees, outside of formal/structured programs			
Giving and receiving constructive and future-focused feedback about behaviors and performance			
Examining assumptions about talent and potential			

Reflection and Planning:

- 1) In what areas do you want to do more? What areas do you want to do differently?
- 2) What tools would you like to incorporate into your supervision or your work with others?
- 3) What resources or support do you need to accomplish this?
- 4) What opportunities to accomplish this already exist?
- 5) What opportunities will you need to create?