Bringing Out the Best in Others

In the spaces below, write down the following:
The names of all your direct reports.
What you believe are this person’s greatest gifts.
Ways that you see this person could leverage their natural gifts more effectively to improve their behavior and performance.
What you commit to do to helping each person take their lives to the next level.

Example:

Direct Report or Colleague you work closely with: Lisa

His/Her Greatest Natural Gifts:

Creative, great with technology. Loves exploring new things.

What might this person need to stop/do less of or start/do more of to leverage these gifts to make a greater difference on your team and in your organization?

They need more time for creating solutions for making customer service more efficient, especially in the area of our systems. They need to stop being asked to do constant maintenance and troubleshooting small problems and be given space to do development.

What do you personally commit to do to help this person do the things you’ve listed above?

I personally commit to finding a way to get the maintenance tasks eased for them, and create space, expectations and resources for time developing the system.

Direct Report or Colleague you work closely with: ________________________

His/her Greatest Natural Gifts:

_________________________________________________________________________________________________________

_________________________________________________________________________________________________________
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What might this person need to stop/do less of or start/do more of to leverage these gifts to make a greater difference on your team and in your organization?

_________________________________________________________________________________________________________
_________________________________________________________________________________________________________

What do you personally commit to do to help this person do the things you’ve listed above?

_________________________________________________________________________________________________________
_________________________________________________________________________________________________________

Direct Report or Colleague you work closely with: _______________________
His/her Greatest Natural Gifts:
_________________________________________________________________________________________________________
_________________________________________________________________________________________________________

What might this person need to stop/do less of or start/do more of to leverage these gifts to make a greater difference on your team and in your organization?

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What do you personally commit to do to help this person do the things you’ve listed above?

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