



## My strengths and development for Performance Discussions

# “Live” Example

# Name:

## Strengths:

- Negotiation with customers –  
Though watch out don't be too heavy!
- Efficiency and speed of action
- Customer communications
- Positive / Supportive / here to help
- Heart on sleeve
- Relationship builder

## Development Areas:

- Less impulsive – slow down and think about it – its ok...
- Product knowledge
- Looking for and learning best practise
- Social / Digital
- Detail – ask the what, why, when questions for deeper understanding and confirmation
- Check and check again!
- Don't get too emotionally invested

\*Key motivators = Accomplishment (satisfaction of delivery) / Challenge (learn new things)

# 2022 Development Focus:

1. eCom / Social focus / learnings – Work with MM – what will this be?
2. CS relationship building – what / where / how?
3. Proactivity in team meetings – how to add value?
4. Negotiation Practise – ACE + Israel (reserve RVS ZA)
5. Diversity team – What do you want to achieve and how?
6. Slowly / Slowly – Actions?

\*Key motivators = Accomplishment (satisfaction of delivery) / Challenge (learn new things)

# Actions to complete for March:

1. Finalise reporting Amazon and Strategy for 2022
  - Ensure they are doing the home work / prep
  - Monthly meetings to help them and us develop in this channel
2. Reminder in place to check in with CS team 2 per month
3. See how it goes re proactivity, review how its going in March
4. Check in with JK as these come up – Focus on prep and planning – values, what's important, what do we want etc
5. Update on how things going – Sponsorship role
6. Agree to share 3 x examples of where being slow was better outcome (and anywhere you were fast and realise now slow would have been better)

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# Template

# Name:

## Strengths:

*Add your strengths here*

## Development Areas:

*Include your identified development areas here*

*\*Key motivators = identify and include your key motivators here*

# 2023 Development Focus:

- *List the areas of development that you would like to focus on and achieve for the year ahead*

*\*Key motivators = identify and include your key motivators here*

# Actions to complete by *(add date/month)*

1. *Add your actions list here*

*\*Key motivators = identify and include your key motivators here*