

Do's and Don'ts behind the Splash questions

Question in Splash	Do	Don't
What's expected of me	This could be linked to responsibilities or relationships with people in your network. You could also use this section to highlight responsibilities you would like added to your role.. Also, use this section to consider whether there is anything in your job that may be unclear to you or causing frustration.	Just describe the duties of your job
How am I doing	As the process is a self-reflection it is important to know <u>what you think</u> – what do you think has gone well or maybe not so well. Your line manager will have an opinion, and this should enhance rather than form your self-reflection	Just say everything is fine and fail to reflect deeply
What do I need to do better	Knowing the importance of continuous development, this is your chance to explore the routes for personal or professional growth	Try to ignore the areas that need improvement
What support do I need	The core responsibility of your line manager is to support and nurture your growth, so this is your chance to discuss what they can do to support you	Just say “nothing”!