

SELF DISCOVERY

ROLE EXPECTATIONS



WHAT IS IT?

This self learning programme is designed to give individuals an easy way to better understand the expectations others have of their work. Better understanding of others expectations will assist in increasing work effectiveness and aligning personal behaviour with business goals.

The programme is suitable for anyone wishing to better align their own work with the expectations of others.

WHY INVEST IN ROLE EXPECTATIONS?

- ✓ Compare what you think is needed for success in your role with what you are actually doing
- ✓ Reduce misunderstandings
- ✓ Increase your ability to achieve your goals
- ✓ Find out what you boss, your colleagues and your direct reports really expect of you
- ✓ Reduce conflicts
- ✓ Reduce stress

HOW DOES IT WORK?

Step One:

You will receive an email asking you to choose the number of people you want expectations from, their contact details and your specific objectives for the learning, this will enable us to tailor make the process to your specific needs and ensure you get the results you want

Step Two:

- You will receive 4 profiles to complete online:
- The Strength Deployment Inventory (to identify your motivational values)
 - The Portrait of Personal Strengths (to identify your behavioural strengths)
 - The Expectations Strength Deployment Inventory (to identify the values you believe are needed in your role)
 - The Expectations Portrait of Personal Strengths (to identify behavioural strengths you believe are needed in your role)

Each person you selected as an expectations provider will receive 3 profiles to complete online:

- The Strength Deployment Inventory to complete for themselves (to identify their values)
- The Expectations Strength Deployment Inventory (to identify the values they believe are needed in your role)
- The Expectations Portrait of Personal Strengths (to identify behavioural strengths they believe are needed in your role)

Step Three:

- You will receive:
- Visual charts showing all information collected for you to compare in various ways
 - An explanation of the meaning of the colours through the Interpretive Guide
 - A book to assist you with further understanding through examples and stories
 - A quick reference guide to assist you in applying the learning

Step Four:

After you have had chance to read and understand the materials for yourself, you can choose between e-mail based support and follow-up or a face-to-face coaching session

Step Five:

One month later you will receive an email helping you to review your progress so far

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WHAT WILL I LEARN?

- ✓ Understanding of your own values and motivational drivers;
 - why you make the decisions you make
 - why you prefer to work in certain ways and not others
 - why you behave the way you do etc
- ✓ Understanding of the key values and motivational drivers of others;
 - Why others are different or similar to you
 - How you can recognise the drivers of the other person
 - Why they behave the way they do
 - The intentions behind the behaviour of others
- ✓ Understanding of what others expect from you in your role compared to what you expect ;
 - How to recognise what others need from you
 - How to reduce misunderstandings about work to be done
 - How to meet the different expectations that people have of you
- ✓ Understanding of what you are actually doing compared to what others expect of you;
 - How to align your behaviour with yours and others needs
 - How to develop yourself to better meet the expectations of others

WHAT DOES THE PACKAGE CONTAIN?

- ✓ One online Strength Deployment Inventory questionnaire for you and for each expectations provider
- ✓ One online Portrait of Personal Strengths questionnaire for you
- ✓ One online Expectations Strength Deployment Inventory questionnaire for each expectations provider
- ✓ One online Expectations Portrait of Personal Strengths questionnaire for each expectations provider
- ✓ One book, 'Charting your Course for Effective Communication'.
- ✓ One desk reference chart, 'Quick Guide to Communication'.
- ✓ The Interpretive Guide to help you to understand your own SDI profile
- ✓ Printed results of all profiles

WHAT IS MY INVESTMENT?

All inclusive price of 375 EUR plus VAT, for:

- ✓ Full expectations package for self and up to 3 providers
- ✓ Full report of results and comparison charts
- ✓ E-mail based support in interpreting the expectations.

Optional:

- ✓ Additional expectations providers can be added at 75 EUR per person
- ✓ A half day coaching session (up to 4 hours) with a Qualified SDI facilitator and experienced coach can be booked in Bucharest for yourself and expectations providers for an extra cost of 750 Euros plus VAT.



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 **PERSONAL
STRENGTHS**