



THE INDIVIDUAL MESH

Manager Discussion Agenda: Employee Notes

RESOURCES

- The Meaningful Competence® Toolkit Training System
- The Individual Mesh: How to Use This Tool
- The Individual Mesh Worksheet
- The Individual Mesh Manager Discussion Agenda
- Paper: You're Just One Heckuva Messh

PREPARE

Use this resource as stated in The Individual Mesh: How to Use This Tool.

1. Make an appointment with your manager to discuss your Individual Mesh assessment.
 - a. Tell your manager this is the next step of the Meaningful Competence program that you are going through to grow your career and your value to the organization.
 - b. Share that you're using a tool to determine how to improve your production of Value-Added Outputs.
 - c. Send the paper *You're Just One Heckuva Messh* to your manager.
 - d. Schedule 45-60 minutes for this discussion.

Sample Script for the Appointment (Assumes you've developed Value-Added Outputs)

[Manager], I'd like to produce more Value-Added Outputs. To do so, I assess my Individual Mesh. I'll be finding what inhibits me from better producing my Value-Added Outputs and selecting some improvement focus areas.

When can we meet for about 45 to 60 minutes to work through this assignment? [Depending on your manager's calendaring strategy, consider offering some dates that you believe would work best for both you and your manager.]

[When you have agreed to a date, continue.]

Great. I'll send you a paper to read that will describe the Individual Mesh and how to use it for personal assessment. I'm looking forward to this discussion.

2. Review the agenda and prepare to discuss:
 - a. The purpose and use of the Individual Mesh.
 - b. Your assessment, along with the opportunity statements.
 - c. Your ideas of what improvement areas would be most beneficial to you.

Note

To influence the meeting so you achieve your desired result, give your manager the document The Individual Mesh Manager Discussion Agenda.

MEET

1. Discuss the following:
 - a. The purpose of the Individual Mesh.
 - i. The Individual Mesh exposes you to relationships issues between you and the organization that inhibit you from better performing your Value-Added Outputs.
 - ii. Specifically, the Individual Mesh examines your Productivity, Relationships, and Work Style in relation to the Managers, Peers, and Structures within the organization.
 - b. Using the Individual Mesh.
 - i. Identify your top two relationships issues.
 - ii. Create opportunity statements.
2. Review your Individual Mesh assessment and ask for feedback from your manager.
 - a. Share your reasons for each decision.
 - b. Listen to your manager's input about your assessment.
 - c. Focus on exploring your Individual Mesh, not defending your own ideas.
3. Discuss the opportunity statements created.
 - a. Come to agreement on the opportunity statements.
 - b. Determine opportunity statements to be addressed in the next step, developing a four-leverage competence development plan.

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Sample Script for Reviewing Your Individual Mesh Assessment

I believe I do well with Dynamic Synergy and Trust. My team is close, and we come up with great ideas. I hear positive raves about our team from others in the organization. A couple of friends even mentioned how they'd rather be on my team than the team they're currently on.

One place I could improve is Resource Creation. I've been one of those that focuses on complaining about lack of resources rather than finding or creating new resources.

A second place I felt I could improve is with Positional Communications. I know I can talk to you, but I've never really tried connecting with other organizational leaders. That might be keeping me hidden from some opportunities.

What are your thoughts, based on our past discussions and what you've seen in me?

[Accept the feedback given, and be willing to change your answers, but not without a good discussion. If you're given feedback, explore that feedback with questions such as:

- Why do you feel that way?*
- What have you seen in the way I interact that inhibits me from greater success?*
- Have you experienced an issue like what we're discussing in your own career?]*

[When you close the discussion...]

Thank you for your feedback. It's helpful to have such an open discussion with a manager.

FOLLOW-UP

1. Send a thank you email that includes a summary of the discussion.
2. Use the *Competence Levers* tool to put what you've discovered into action.