



THE COMPETENCE LEVERS

Worksheet

Individual Mesh Cell(s)

Date

Actions for Each Leverage

Clarity (Opportunity)	Motivation	Skills	Resources

Questions

Use these questions to create your Competence Levers development plan.

Clarity	Motivation	Skills	Resources
<ul style="list-style-type: none"> • <i>Who am I becoming to meet my current challenges?</i> • <i>What will be true when I've grown in this area?</i> • <i>How will others describe who I have become?</i> 	<ul style="list-style-type: none"> • <i>What is your personal motivation to improve?</i> • <i>What motivation does the organization provide that encourages you to make this improvement?</i> • <i>How does your personal motivation connect to what the organization offers?</i> 	<ul style="list-style-type: none"> • <i>What specific skills should I focus on developing or improving? Select up to three.</i> <p><i>Refer to the chart on page 3 of this worksheet for ideas.</i></p>	<ul style="list-style-type: none"> • <i>What Resources can you create or find to build the skills you've identified?</i> <p><i>Consider the following:</i></p> <ul style="list-style-type: none"> • <i>Your organization's learning and development offerings.</i> • <i>Mentors or coaches in your organization or industry.</i> • <i>Local college or university business development centers.</i> • <i>Professional organizations.</i> • <i>Online programs.</i> • <i>Conferences and workshops.</i> • <i>Short-term assignments.</i>

The Individual Mesh: Common Competence Issues

This table displays potential solutions for each cell of the Individual Mesh. Each bullet identifies a skill or set of skills that you may need to better produce Value-Added Outputs. Consider these when developing your four-leverage competence development plan.

What I Bring / In Relation To...	Production	Relationships	Work Style
Managers	Value-Added Output Results <ul style="list-style-type: none"> • Meaningful Competence • Business Finance • Business Metrics • Strategic Planning • Goal Setting 	Positional Communications <ul style="list-style-type: none"> • Coaching/Mentoring Techniques • Leadership Development • Influence Leadership • Communications Styles • Conflict Communication 	Predictable Synergy <ul style="list-style-type: none"> • Business Strategies • Listening and Feedback • Conflict Communication • Whatever helps you better understand your manager
Peers	Team Value-Added Output Results <ul style="list-style-type: none"> • Meaningful Competence • Lean Manufacturing/ Management/Software, etc. • Business Finance • Project Management 	Trust <ul style="list-style-type: none"> • Communication Styles • Conflict Communication • Team Building • Time Management • Emotional Intelligence 	Dynamic Synergy <ul style="list-style-type: none"> • Team Building • Process Improvement • Agile/Lean • Work Style Inventory • Project Management Strategies
Structures	Resource Creation <ul style="list-style-type: none"> • Meaningful Competence • Lean Talent Development • Creative Thinking • Design Thinking • Technical Skills Development 	Resource Enablement <ul style="list-style-type: none"> • Technical Skills Development • Persuasion • Negotiation • Creative Thinking • Cause Analysis 	Matching Synergy <ul style="list-style-type: none"> • Software Training • Technical Training • Cause Analysis • Influence Leadership • Organizational Development Topics