

What have I learned	My development action/commitment
<ul style="list-style-type: none"> • DISC styles/ behaviours useful (for me essential) guide to working WITH others • You can adapt your work-style to suit others without losing control • That I am not very reflective/ don't analyse • DISC profiles – opportunity- potential conflict. Need to reflect differently • Not to be swayed into making a bad/wrong decision I don't agree with and to stand up for my views and opinions • How my working factors and supporting factors affect others • To be a great team we have a role to play and need to work together • How best to work with others, especially those who talk/write with a different style (DISC) • Colleagues are also challenged by their DISC, so it's not just me! • More about who I am, where I cause some issues myself • Learnt about some of my weaknesses and to overcome them • Learn more about other DISC types from the morning session - how I fit into my team and how / why they are like they are • Think about how best to communicate with others – think about what makes them tick and what makes them switch off! • How, without realising it, I can frustrate others within my team because they are different • Need to take consideration of how best to deliver messages – different styles e.g. verbal/ written 	<ul style="list-style-type: none"> • To remain <u>actively</u> aware of my style and styles of others. Discuss (?) with my manager to agree best way of communicating. Prepare for meetings – write down • Ask for issues to be emailed first so I can digest. If not possible, ask for time to reflect before responding • Be more reflective! • Use Gibbs model to aid reflection • Challenge bad attitudes and stick to my guns/ beliefs • Learn how to challenge issues with confidence and in the best way, considering which DISC they are – without feeling insecure • Say no more! Don't take too much on and be my own enemy adding to stress • Talk more about DISC types and how best to interact with those. Build time in to increase knowledge base (wider reading) to help confidence • Use DISC with my colleagues to get them on board and work together better • Look at the reasons my potential behaviour is 'tight' • Work with my mentor on how to deal with conflict • Don't over analyse things all the time • Point out my weaknesses and work to strengthen them • Be clear on what someone is asking of you and don't always be the yes woman if it is not appropriate. SAY NO! • Be more aware of how I react to others and how I can get the most out of them and myself by doing this • Use DISC principles to influence on how to deal with potentially difficult conversation with my own team • Build my up to date knowledge to increase my confidence and strategic thinking