



Flippen Profile TrAction Plan

Name: Charlene Morris

Date: November 2015

Goal: *(By addressing your Personal Constraints, what do you hope to achieve?)*

To be perceived by my teammates as a calmer, caring, self-controlled, and thoughtful person...as someone completely committed to their success.

Strengths:

Urgency and Intensity	Confident	Decisive
Knowledgeable	Resilient	Spontaneous
Passionate	Independent	
Responsible	Outspoken	

Top Constraints:

- Low self-control: I can be perceived as too emotionally expressive. This can express itself poorly at times; especially when combined with my high aggressiveness.
- Low need to nurture: I'm often perceived as leaning too much to expressing criticality of others rather than expressing my regard and concern for them.
- High aggressiveness: When combined with low self-control, I can sometimes be perceived as temperamental, threatening, overly emotional and pushing too hard for what I want.

TrAction Steps:

- I will frequently ask for feedback from George, Dalton, and other teammates about how I am doing in regards to following my TrAction Plan.
- I will receive feedback non-defensively; making sure to express gratitude for their opinions even when I disagree.
- I will seek out opportunities to encourage and praise my co-workers for their efforts.
- I will seek out the opinions of my teammates more frequently and validate their thoughts and ideas; resisting my tendency to be dismissive of opinions that are not my own
- I will apologize quickly whenever I realize I have crossed a line with my aggressiveness, criticality, and stubbornness.
- I will control my emotions and stop becoming emotionally upset. Rather, I will keep calm...especially when I realize that I am becoming frustrated and upset.

Homework/Accountability: *(Describe a practical process that includes a minimum of quarterly feedback/coaching sessions with your supervisor and all of your direct reports.)*

- Besides asking for feedback dynamically (following a meeting, a call, etc.), I will meet with George, Dalton, and at least 1 co-worker once each quarter for a TrAction Plan checkup. I will seek their feedback and modify my TrAction Plan and my behavior accordingly.