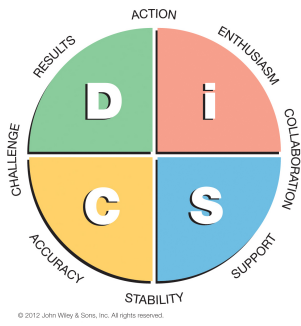


# Individual Focus Meeting | Manager Level

Direct Report's Name      DiSC      Host Manager      Location      Date      Time

**Connect:** Discover the Story  
**Create:** Explore the Possibilities  
**Coach:** Care about the Person  
**Performance Improvement**



## 1 **Headline Check-in**

- 1) **Emotion:** How do you **feel** right now? Because?
- 2) **Gratitude:** **What** are you thankful for or **who** do you appreciate?
- 3) **Celebrate:** **Who** do you want to recognize for a job well done?
- 4) **Challenge:** Where's the **disruption**, frustration, opposition, or conflict? Where did you fail last week? Where do you need/want **clarity**? Where's the opportunity to get better?



Remember to Ask About



## 3 **Leadership Focus:** Your Commitment to Expand Your Influence

**What's your leadership development opportunity? How do you need to show up?**



Table for Next IFM

**R**eminder: How will you remember this commitment?

**A**ction: What's your action **plan**?

**P**romise: How will this action help you get "there" ... add value? How will this help you and your team reach your goals, improve performance, get results?

### **DiSC Workplace Style**

What do you need to remember about your DiSC style priorities, motivators and stressors to help you succeed?

## 2 Business Focus: Commitments to Move the Business

What actions did you commit to last week? What happened? What did you learn?



### Big Rocks

- People: Team & Talent
- Business Fundamentals
  - 1) CSi
  - 2) ESI
  - 3) Profit
  - 4) Market Share

### Goal

*Specific. Measurable. Attainable. Relevant. Time-bound.*

### Behaviors / Actions

What are the **actions** — you are *in charge of* — that will help you achieve this goal?

- 
- 
- 

### Goal

*Specific. Measurable. Attainable. Relevant. Time-bound.*

### Behaviors / Actions

What are the **actions** — you are *in charge of* — that will help you achieve this goal?

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### Goal

*Specific. Measurable. Attainable. Relevant. Time-bound.*

### Behaviors / Actions

What are the **actions** — you are *in charge of* — that will help you achieve this goal?

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