

# Personal Growth Plan

Project 1.2.2  
Jessica Staelens

# Strengths Insight

After taking the StrengthQuest Quiz, my 5 strengths are:

- Harmony
- Restorative
- Learner
- Deliberative
- Consistency

# Harmony Characteristics

- Avoid conflicts with other people
- Meet day- to- day expectations
- More practical than creative
- See the task, resources and challenges for what they are
- Not prone to unrealistic wishful thinking
- Think through problem step by step
- Clarify ideas, proposals, or rules
- Diplomatically show people what is true and what is false
- Unifying force between individuals with contrasting ideas

# Restorative Characteristics

- Obsessed with finding the elements creating a present problem, opportunity, or crisis
- Spends time thinking about an important problem, issue, or question
- Spends much time thinking about is needed to upgrade, make better, or perfect before any time, money, energy, or resources are expended
- Set high standards of precision and thoroughness when conducting research.
- Think of ways to produce more accurate results in the future
- Notice problems as they arise and figure out how to fix many of them

# Learner Characteristics

- Gaining knowledge and skills, building on what is already known and improve on what can already be done
- Eager to hear about other's personal or professional ambitions, intentions, or goals
- Enjoy pondering what can be revised, corrected, renovated, upgraded, or relocated
- Devotes much energy and time to studying new books, journals, documents, artifacts, or data to broaden knowledge and allows for the acquisition of new skills

# Deliberative Characteristics

- No-nonsense person
- Spend time thinking about things that could and should review, revise, repair, reorganize, or do better
- Determined to examine the smallest details of processes, problems, regulations, plans, and contracts
- Breaking details into their basic parts helps to better understand them
- Careful to consider all circumstances and possible consequences about what is share
- Flattery is not something used, honesty and sincerity are
- Easily annoyed by individuals who fail to give you enough time to methodically investigate, study, or think through things

# Consistency Characteristics

- Detailed and orderly approach produces uniform or predictable outcomes
- Design repetitious procedures that are known work
- By outlining goals, timelines, deadlines, assignments, and other details, there is an expectation for certain people to automatically implement the plan
- Grow impatient with those who ignore it in part or altogether
- Pay close attention to due dates when designing a project's master plan
- The desire to finish on schedule motivates methodically movement from one milestone to the next
- Provide structure for individuals who struggle to stay organized

## Table 1: Strengths Related to Areas of Project Management Skills

	Harmony	Restorative	Learner	Deliberative	Consistency
Interpersonal and Leadership Skills		x		x	x
Organization	x		x		x
Time Management	x		x		x
Communication				x	x
Political Savvy	x			x	
Comfortable running a meeting					x

# Harmony Growth Plan

Date Used

Future Planning for Both Course and Future Education

\_\_\_\_\_ Use your Harmony talents to build a network of people with differing perspectives. Rely on these people when you need expertise. Invite those with greater expertise to consult.

\_\_\_\_\_ Practice your techniques for resolving conflict without confrontation. In discussions, look for the practical side of things. Help others see this practical side. It is the starting point of agreement.

\_\_\_\_\_ Avoid roles that will lead you to confront people on a daily basis, or highly competitive workplaces.

# Restorative Growth Plan

Date Used

Future Planning for Both Course and Future Education

\_\_\_\_\_ Find a part- time job where you are paid to solve problems or in which your success depends on your ability to restore and resolve.

\_\_\_\_\_ Give yourself a break. Your Restorative talents might lead you to be overly self-critical.

\_\_\_\_\_ Let other people solve their own problems, but let them know you are there for help.

\_\_\_\_\_ Identify existing and potential issues, and design systems or processes to prevent errors in the future.

Summer 2017 Study your chosen subject closely to become adept at identifying what causes certain problems to recur. Identify any gaps you have and the courses

# Learner Growth Plan

Date Used

Future Planning for Both Course and Future Education

\_\_\_\_\_

regulations.

Shift your career toward a field with constantly changing technologies or

\_\_\_\_\_

Take more Professional Development courses

\_\_\_\_\_

course

Develop ways to track the progress of your learning- if there are none for a

August 2017

Get into a consulting role within an organization

# Deliberative Growth Plan

Date Used

Future Planning for Both Course and Future Education

Consider work in which you can provide advice and counsel.

Explain your process of careful decision making so you are not

misconstrued for tentativeness or fear.

Take on opportunities to handle delicate issues and conflicts.

Approach a decision cautiously. Trust your instincts.

Consider the advantages of being conservative in your decision making. Be

ready to explain these advantages to others.

# Consistency Growth Plan

Date Used

Future Planning for Both Course and Future Education

\_\_\_\_\_ Seek roles in which you can be a force for leveling the playing field.

\_\_\_\_\_ Find a role in which you can enforce compliance to a set of standards

\_\_\_\_\_ Keep your focus on performance- WHAT gets done versus HOW it gets done.

\_\_\_\_\_ Help others appreciate the rationale behind decisions, which will make the situation easier on them