

Two approaches to personal development planning – Intuitive and Personality - based

1. Planning. In all areas of life, we plan and make decisions using a blend of logic and feeling, intuition and fact. In deciding which house to buy, we may mix facts about price and features with our impression about the neighbourhood and the “feel” of the house. Managers and clinicians probably use a similar blend in work but may not be comfortable to admit it. Similarly, planning our development is best done by combining different perspectives.

2. Intuitive approaches. We can use a number of techniques to make the most of intuitive reasoning. These include using or creating images

Write down your main thoughts/issues about your development from the exercise with images

2. Type and personal development. We often think of personal and career development just in terms of skills and knowledge, but personality type can add an important dimension as we think about how we can develop in our current role and where we go next. Considering the relationship between our personality and our role can shed light on why we enjoy and are more comfortable with certain parts of our job more than others

Example – An ENFP in sales

Ben is appointed as a senior sales representative for a pharmaceuticals company, to sell a new range of drugs in a highly competitive market. He is an ENFP. Key aspects of his job include;

- ◆ Creating a network of contacts and clients
- ◆ Planning and keeping to a schedule of journeys, meetings, presentations and social events
- ◆ Negotiating high value contracts and closing deals
- ◆ Monitoring the performance of junior sales staff against targets
- ◆ Being based at home with infrequent contact with the rest of his team
- ◆ Creating strategies for breaking into new markets

What aspects of his role is Ben likely to find most uncomfortable/stressful and why?

What aspects of his role is Ben likely to find most comfortable/enjoyable and why?

List the major aspects of your current role

List the aspects of your role which fit best with your type and you enjoy

List the aspects of your role which fit least with your type and with which you feel less comfortable

What opportunities are there to maximise the parts that fit best and manage/reduce the parts that fit least well? (e.g. delegation, job redesign, new projects, reallocation of duties in your team, further support/training etc)

3. Putting it together. In this section you can combine the thoughts and ideas which have emerged from both perspectives with those from any other source, formal or informal.

- ◆ In 18 months time, how would you know that your personal development has gone well?

- ◆ How close are you to this?

- ◆ What are the next steps you need to take?