Exercise: Development Matrix Tool

1. Brainstorm on the question, “What is needed for them to succeed?”
    1. Thinking - Barriers or expansion in their understanding or perception.
    2. Behavior - Reactions to opportunities or challenges.
    3. Skills - Competencies needed for them to accomplish the task.
2. Select one area (Thinking, Behavior, Skills) and write in what you can do to Teach, Model, and Coach them toward development.
3. Action Point: When will you review your plans with them?

Name: Situation: Timeframe:

What they need to succeed. ⟶ How I can help. ↓	Thinking	Behavior	Skills
Teach			
Model			
Coach			