



# Trigger Events for Development/Coaching

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## **Job/Career Transition**

- Preparation for a new assignment
- Promotion

## **Desire to Advance**

- Technical expert to people/resource manager
- Preparation for executive role

## **Challenging Relationship**

- Manager—having upward influence
- Peers—influencing without authority
- Reports—communications and conflicts

## **Culture/Value Change**

- Do I still fit?
- Will I survive the acquisition/merger?

## **Development Plan/Action**

- How do I best use my strengths and gifts?
- How do I deal with my shadows?

## **New Options/Choices to (Re)Find Passion**

- I need more challenge
- My heart is not in it anymore