**Introducing the Growth Model to Team Members**

Supervisor: Hey Lee, it’s great to see you again, how are you?

Team Member: Good, how are you?

Supervisor: I’m doing well. Thanks for coming down to talk. I was wanting to talk a little bit about the new Growth Model today. Have you had a chance to take a look at it yet?

Team Member: A little but I’m not super familiar with it.

Supervisor: Ok. Well, I want to walk through it with you just real quickly then maybe we can use it for a future ENGAGE meeting. So the new Growth Model has four main capabilities: Know Your Role, Learn and Grow, Commit to the Team, and Live the Mission. Then these four capabilities have three levels of proficiency. The first is when you first step into the role, then as you broaden your impact, then as you contribute at the top of your game. And really, this model is intended to work for all of us, regardless of where we work or what we do. But really, be something that we can all use as a road map as we move forward with our career. One thing I want to make sure and point out to you is that although we’re going to work together and get you at a level three, there will be times whenever you have a new duty or role and that will cause you to maybe go back to level one. But we’re going to work together and move through that as we make you successful in your position. So what I’d like to ask is before our next ENGAGE meeting, maybe you’ll take a look at the model for yourself and I’ll take a look at it for you. Then at our next meeting, we can map out together where you believe you are and where I believe you are and what we can do together to move you further above and beyond into those other proficiencies. Does that sound ok?

Team Member: Yeah, that sounds great.

Supervisor: Ok.

Team Member: I’ll look at it and I’ll map where I think I’m at and I look forward to seeing where you think I’m at.

Supervisor: Awesome, me too. Thank You.