**Using the Growth Model to Discuss Development Goals and Next Steps with a Manager (Part 3)**

Manager: Darcy, it’s great to see you again, how are things going?

Supervisor: Really well, thank you.

Manager: Good, good, good. I know you’ve been working through the Growth Model with some of your team members in your ENGAGE sessions. So I thought we would take the opportunity during our ENGAGE session to walk through the Growth Model to see how you think you fit in on the model. Specifically, what I want to talk about is Know Your Role.

Supervisor: Alright. So in looking at Know Your Role, I really feel like I’m at a level two. At Broaden My Impact, I feel like we’re doing good work and I’m pleased about that.

Manager: Yeah, I would absolutely agree with that. I think that you’ve been doing fabulous, wonderful things. What are some examples of what you’ve been doing with your team in that level two?

Supervisor: Ok well one of the things I’m most excited about is Lee’s work on the Show Me Excellence. He’s doing a great job. He’s been able to take our team into that project and really make a difference.

Manager: Yeah, that’s an excellent example. And it’s great that you get to help through the process of that and be a part of it. What about you? What do you see as your goals over the next couple of months?

Supervisor: Well truly, I’ve been in this position about two years so I really feel like I’m ready to move to Level Three but I’m really not sure how to get there. There’s somethings I’m just not sure how I can fit in at a bigger level. So I’d be interested in your feedback, if you have some ideas and things I can do.

Manager: Yeah, absolutely! I know that you’ve been really passionate about continuing collaboration between different agencies and different divisions and I know that you then found ways in our department that we can do that. So I would encourage you to do that within some special projects. Specifically, maybe setting up its own little task force or committee in order to look at that and use the resources that Lee has through that operational group in order to get those. We can even set up a meeting after this, before our next ENGAGE, to kind of walk though and map out that process.

Supervisor: Ok that sounds great, thanks for your help.

Manager: Absolutely! And Darcy, while you’re here, I really want to commend you and celebrate some of the awesome things you’ve been doing with your team. You’ve been doing a fabulous job of developing your team and coaching them and it really shows. Their performance is phenomenal and you can see it, in one example, on the dashboard. So great job, continue to do that; I know that people really appreciate to be a part of your team.

Supervisor: Thank you so much. I’ll take your kudos back to the team; they’ll be so ecstatic to hear how excited you are about their successes, as we are. That’s definitely been one of my goals. Thank you very much.

Manager: Absolutely.

Supervisor: Thanks.