**Using the Growth Model to discuss development goals and next steps with team members (Part 2)**

Supervisor: Alright! Hi Lee, I’m excited about our meeting today. Are you ready to go through the Growth Model? Have you had the opportunity to really go through and think about where you feel you are?

Team Member: Yeah, I did. And I mapped it out so I’m excited.

Supervisor: Awesome. Alright, well let’s take a look.

Team Member: Ok, great. For Know Your Role, I think I’m at a level two-Broaden My Impact. I feel like I identify opportunities to make my job better and I feel like you, as my supervisor, can give me limited direction and I can excel at that.

Supervisor: That’s awesome. Lee, I want to commend you. I really feel like you’re at a level three. And the reason I think that is because you really are a technical expert. You are the person that sets those best practices and other people look to you to see what really is the right thing to do. So I really feel that you’re a level three but if you don’t, then we can work together and give you some more opportunities.

Team Member: Thanks, that’s great to hear that feedback. For Learn and Grow, I feel like I’m at a level three – Contribute at the Top of My Game. I feel like I’m a good example of bringing innovation to the state government with the Show Me Excellence that I’m a part of. I also feel like I do a good job mentoring junior team members.

Supervisor: Well, Lee, I kind of feel like you’re in between maybe a level two and a level three. I really feel like you’re doing a really great job as a level two. I think that maybe to get you to that level three, we could do a little bit more with giving you some opportunities to mentor those junior members. For example, we have a new person starting on the team here in a few weeks and maybe that would be really a good opportunity for you to take some of the Show Me Excellence and bring the new person into that project. I think that would be a good plan. What do you think?

Team Member: That sounds great, thank you for that opportunity. So moving down to Commit to the Team, I think again I’m at level three-Contribute at the Top of My Game. I feel like I help team members avoid missteps and I believe I always promote the culture of our agency.

Supervisor: Yes, I totally agree. I want to pause right here to celebrate the success that you’ve had in this. You really have committed to the team, you’re taking the team places. The Show Me Excellence project is just one example of your great work and I just want to thank you for that.

Team Member: Thank you. Live the Mission, I believe I’m level two – Broaden My Impact. I feel like I positively impact the team and I also work to maximize customer services but I believe that’s something I can improve on and really understand our customer needs.

Supervisor: I agree, Lee. I think you really do the things here in level two. For example, you really live the mission. For example, in the staff meeting a couple of weeks ago, people really understood where you were going and where you’re helping the team to go. Let’s think through some ways we can help get you to that level three. Do you have any ideas for things that we can work on, or opportunities maybe to help you get to a level three?

Team Member: I think it would be good to potentially identify some best practices with customer needs and I would like the opportunity to explore that.

Supervisor: That’s awesome. I can think of some things. Maybe before our next ENGAGE meeting I can talk with my supervisor and we can think of some ways we can help get you to that experience to get you there.

Team Member: That’s great, thank you.

Supervisor: Awesome, thanks Lee.