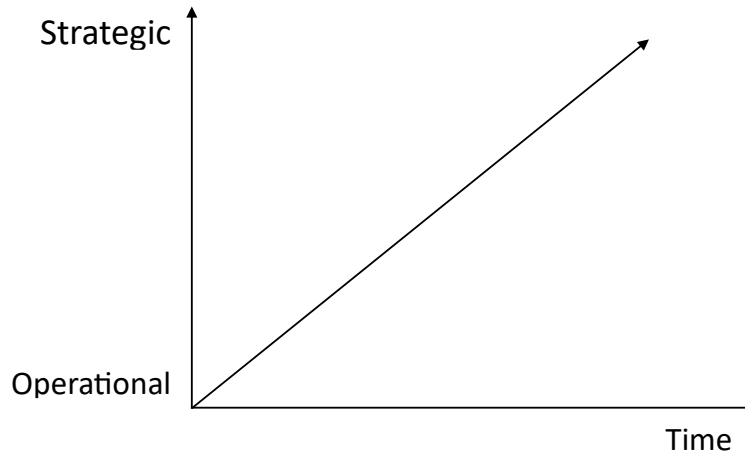


Strategic versus Operational Performance



Place an X on the line at the level where you believe you are currently working, and (honestly) ask yourself the following questions:

- 🌀 How well does your position on the graph support the requirements of your role?
- 🌀 In what direction are you currently travelling?
- 🌀 Where will you be in:
 - 6 months' time?
 - 12 months' time?
- 🌀 For what reason(s) are you not there already?

Add further Xs to the line to indicate where you feel your own colleagues, your team and your line manager sit on the continuum. Now consider what this means for:

- 🌀 You – how do you now feel about your current position?
- 🌀 Your peer group / team – where is your position compared to others in your peer group?
- 🌀 Your line manager – where do they need you to be positioned?
- 🌀 Your own team / department – in what ways are you giving them room to develop?