

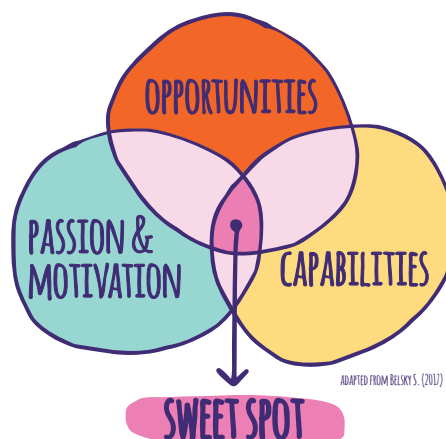


Active Steps to Breakthrough / Self-Driven Development

A powerful tool that can be used to start on the path of self-driven development is knowing our own profile. A good model, derived from the work of **Scott Branson** (2017), is the *Sweet Spot Model*.

It accompanies reflections and stimulates awareness on own **capabilities**, **motivation** and **opportunities** at hand. By creating clarity on them, workers can understand where their work "sweet spot" lies. Where is it that their capabilities meet what motivates them and which opportunities are in that space to take.

Of course, in order to reach their sweet spot, people have to confront certain **blockers**, primarily their own **fears**.



Use the following guiding questions to kick-start your reflections

With this model in mind, try to reply to these reflective questions.

Your answers will be the first steps towards defining your personal sweet spot and starting to create your conditions to breakthrough.

- Think about the last feedback you received: what strengths stand out? Which areas of development?
- Think about the times you were at work in the past months: when did you feel motivated and energetic? What tasks/responsibilities were you attending to?
- Think big and small: what opportunities do you see to apply your strengths in areas that motivate you? When could you work on your areas of development? Who could support you? (anything can be an opportunity: from vacancies to coffee chats).