



# IMPOWER

## Owning your Career: Focus, Awareness & Agility

**Agile Learners** engage in self-reflection, display self-awareness, seek feedback and adapt to the business environment with speed and flexibility.

### FOCUS

- Broad to Narrow. Where do you want to go?
- Your Career Vision

### AWARENESS

- What behaviors are helping You?
- Hindering You?

### AGILITY

Use Mentors, Peers, Manager for Feedback, Accountability, and to focus on LEARNING.

## Paradox of Excellence - The Curse of High Achievers

Which behaviors could be LIMITING you?

- **Driven to get results.** Are you focused on delivering your own results, at the expense of helping others?
- **A Doer.** Is doing everything well getting in the way of delegating?
- **Highly motivated.** Can you distinguish between the urgent and the merely important?
- **Craving of positive feedback.** Do you tend to ignore positive feedback and obsess over criticism?
- **Competitive.** Is your competitive spirit healthy or leading to career missteps?
- **Passionate about work.** Do you tend to over-magnify work issues, suffering intense highs and lows?
- **A safe risk taker.** Do you shy away from risks?
- **Guilt-ridden.** Do you feel like you aren't doing enough (at work, at home)?

HBR: <https://hbr.org/2011/06/managing-yourself-the-paradox-of-excellence>

# IMPower Competencies

## SELF

- Self-Development
- Manages Ambiguity
- Nimble Learning (Agility)
- Self -Awareness

## OTHERS

- Build Networks
- Communicates Effectively
- Collaborates
- Interpersonal Savvy

## BUSINESS

- Organizational Savvy
- Business Insight
- Cultivates Innovation
- Balances Stakeholders

WOMEN UNLIMITED, INC. | HIGHLIGHTING EDUCATION AND EXPERIENCE | INDIVIDUAL DEVELOPMENT PLAN: IMPower PROGRAM

Name: \_\_\_\_\_

My Career Vision: \_\_\_\_\_

Step 1	Step 2	Step 3	Step 4
Self Goals	Leveraging Strengths	Leveraging Differences	Development
Goals - Address	Strengths to Leverage	Strengths to Develop	How Addressed or Addressed
1			
2			
3			
4			

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1. What did you **LEARN**?
2. What are your **CORE STRENGTHS**?
3. What area do you want to develop to move you toward your **CAREER VISION**?

## Your IMpower Journey

- Know what you want.
- Reach beyond your Comfort Zone.
- Be willing to look in the mirror / be introspective.
- Reach out to others - It's About Connections and Different Perspectives.
- Accountability and Commitment.
- Address issues as they arise.
- Make the Time!



**FOCUS, AWARENESS  
AND AGILITY**  
Your Career Compass