



WPP Coaching Exercise

Name of Employee:

Date:

Name of Supervisor/Coach:

1-on-1 Coaching for Self-Awareness & Development

This section provides a framework for using the Workstyle & Performance Profile (WPP) to facilitate self-awareness and development among your employees. The following steps reflect suggested wording to help you guide and engage participants in generating actionable insights based on their assessment results:

1. Let's review the **goals** and **objectives** for using the WPP assessment and the **philosophy** behind it.
 - Our overall goal is to develop successful employees in our organization. One of the tools we use is a behavioral assessment called the Workstyle & Performance Profile, which provides insight into personality.
 - Today's objective is to review your assessment results and help us both gain awareness of your strengths and areas for development. This session serves as a springboard for discussion and planning so that you can apply what you've learned to be even more effective on the job.
2. Before we go over your WPP assessment results, I want to **remind** you that we all have strengths and development areas; there is no 'good' or 'bad' personality.
 - Personality is just the hard-wired 'default settings' that we are born with, which lead to impulses, knee-jerk reactions, and typical behaviors. However, self-awareness can help us interrupt our typical patterns of behavior and choose different - more effective - actions when needed.
3. Now that we have reviewed your report, what is your **general reaction** to the results?
 - Are there any surprises? How accurate do you think the results are?
 - What would others (who know you well) think of the results?

4. What do you think is **positive** about your results?
 - How have your results been a strength for you in your role or relationships?
 - How have your results contributed to your successes or accomplishments?



5. Based on your results, what do you think are **areas for improvement**?

- How have your results posed a personal challenge?
- How have your results impeded your success in the past?

6. Let's talk about **practical steps** that can turn these insights into action.

- What are 3 things you will choose to commit to doing that may help you develop and improve in your role?
- [If applicable] There will be a follow-up in ___ weeks after this meeting.

1.

2.

3.