



## Development Compass

Development plan in a personal e-portfolio

Concrete and measurable development points

In combination with all competency tests

More control of development

### Online interactive development plan

The Development Compass encourages employees to engage in their personal development using their own e-portfolio. It creates positive and concrete development steps that lead to results. You can use the Development Compass for each position and each employee in your organisation.

### Keep development on the agenda

A failure to develop is a failure to progress. It is important for every organisation to see development as a continuous process. By always keeping development on the agenda, your organisation will remain dynamic and focused on the future. The Development Compass keeps development processes clear for everyone; the employee will understand the objective of the job at hand and will initiate a development plan to reach his or her development goal. The manager can assess the employee's development and act as mentor and coach, and HR can coordinate and support development by means of programs, tools and knowledge.

The Development Compass maps **the development of** your employees

# Development Compass

## Combinable with all competency tests

The results of an employee's competency tests are used as input for a personal development plan. The competencies that require the greatest development and the areas in which progress can be made most rapidly are made clear immediately. The employee is then assisted in formulating a plan to develop the weak areas in his performance. A comprehensive report on the reasons for weakness, benefits of further development and exactly how and when development goals can and will be achieved are made available to the employee.

## Download or share

It is possible to share the Development Compass with others, such as the manager, a coach or HR. Sharing means that everyone is always aware of the progress being made.

The Development Compass can also be downloaded as a report if required for a meeting or performance review.

## Concrete steps and concrete actions

The Development Compass consists of six clear parts:

- Choose a maximum of 3 competencies to develop
- Choose a maximum of 6 behavioural criteria to develop
- For each criterion, specify the learning objectives and the resources that will be used
- Give actual substance to the resources selected
- Record development efforts in the personal Action Book
- Share the Action Book with others

Behaviour to be developed    Recognising and responding to other people's motives and feelings.

### Why do I want to do this?

I believe a good, open communication is important. That's why I need to make a bigger effort to find out what's important for my employees and colleagues.

What are the benefits for me?  
Better communication = better collaboration.

**Sensitivity**  
Recognising and responding to other people's motives and feelings.

Would you like to know more about the Development Compass?

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