



Reflection Exercise

Learn even more about yourself and others
with this simple 5-step self study.



1 Pick out 4-6 traits from your report that stand out to you:

Consider, among other things:



Where you scored Highest

TRAIT 1

ex Flexible



Where you scored Lowest

TRAIT 2



Where you were most surprised/where you disagree most

TRAIT 3



Where you see the most potential for your development

TRAIT 4

2 For each of the traits you picked, write a 2-sentence summary of your reflection on your result.

- Do you agree with the result? Focus more on the general level than the specific number.
 - [See trait definitions](#) for more information about each scale.
- How does this trait serve to help or hurt you in your current role and in your growth aspirations?
 - List one way each trait might help you
 - List one way each trait may hurt

TRAIT 1

TRAIT 2

TRAIT 3

TRAIT 4

3 Ask your manager and 1 person who works closely with you to reflect on the same questions.



TRAIT 1

TRAIT 2

TRAIT 3

TRAIT 4

4 Put together your own, your manager's, and your coworker's reflections to arrive at a more complete picture of what is true about yourself in these areas of your personality.

Don't shy away from nuance, but try to state the most important points as clearly as possible. If certain areas feel unresolved or unclear, ask questions of others to understand their perspectives better.



TAKEAWAY 1

TAKEAWAY 2

5 Now that you have your takeaways, what do you want to do about them?

- a. In most cases, when you have a tendency that is hindering your progress, you can either work on it to get better or (more often) find others who are strong where you are weak. It usually will involve a combination of both strategies.
- b. Are there any growth areas you'd like to work on to improve?
 - i. Solicit feedback and coaching from others around you through Dot Collector. Look to others' Principles You results to see who might be strongest in these areas and ask them for their tips.
 - ii. Try to list some specific and achievable steps you might take e.g. if organization is a weakness, you might design a detailed schedule and partner with someone to hold you to deadlines.
- c. When looking for people to partner with where you are weak, use Dot Collector and Principles You to find others who have complementary strengths and weaknesses to yours.



GROWTH AREA

ACTION PLAN

1.

2.



GROWTH AREA

ACTION PLAN

1.

2.



GROWTH AREA

ACTION PLAN

1.

2.



GROWTH AREA

ACTION PLAN

1.

2.