

Tasks	Continuous Development		We want you to develop and to do so at the right pace for both of us		You can talk to us about your personal development needs and we will consider them		You can learn new things and can develop in all directions	
	Facing new Challenges and Solving Problems	You can learn how to do the role and we look forward to your contribution		You can do things in new ways and can try new things		You can find out which tools and techniques work best for you		You can take responsibility for your decisions and can stop or change direction when you need to
With Others	Relating to Authority and Experience		You can value yourself as an equal to other people in our organisation, because we do		You can challenge people and ask them to explain their thinking		We will support you when you consider your options and take calculated risks	
	Being part of Groups or Teams	The team will change when you join and we look forward to you becoming part of it		We value your contribution when you are actively participating or working quietly		You can make a different contribution in different situations and within different teams		You can find new ways to improve your contribution
Yourself	Interacting with People		You can tell us about what you need and want and we will listen to you		You can think about when to talk and when to listen		You can be assertive because we value your contribution	
	You on the Inside	We want you to be part of our organisation and we value you		You can use all of your thoughts, feelings and intuition to help you		You can look at things from your own perspective and can check out what the reality is		You can still wonder at the way things are and keep asking questions
	Your Health & Wellbeing		You can make a start in the way you want to and we will help you		You can spend time thinking and we value this as part of work		We value your contribution even when we have differing points of view	

The vertical columns relate to the stages people move through as they develop over time. The horizontal rows relate to the basic elements encountered when being part of an organisation. Ask yourself which affirmations do you need to hear or to tell others?

