



Colleague name:

Line manager name:

Date:

What does **the difference I make** really mean?



**It's *what you do*:** your key achievements that contribute to your team, the business and our customers.



**It's *how you do it*:** the way you go about delivering those achievements in line with our values.



**It's *how we work better together*:** the difference you make to and through others; sharing knowledge, building on ideas and contributing to their growth and success.

## LOOKING BACK

Reflecting on your objectives and the personal development you have undertaken, what is the difference you've made?



## LOOKING FORWARD

What will you do going forward to make a bigger difference?



## DRIVING MY DEVELOPMENT

What personal development will you undertake to enable the delivery of your objectives and support any career aspirations?



## IN A NUTSHELL...

What are the key takeaways from your conversation?

