

Name

Skill

Skill

Skill

Dimension

Dimension

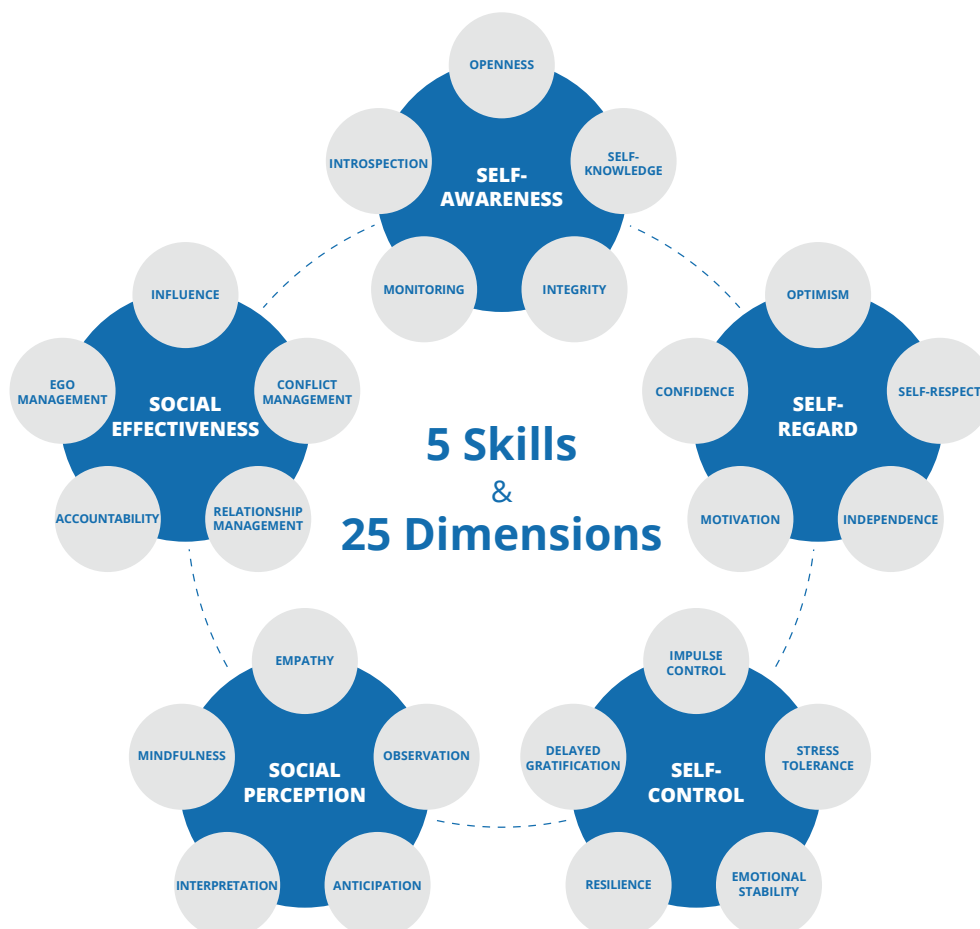
Dimension

THE *i4P*™ PROCESS



SUSTAINABLE • BEHAVIORAL • CHANGE

i4P™ is a break-through five-step acceleration process for helping individuals create sustainable behavioral change in 30-90 days.





Step 1: Interpret your BlueEQ™ results for the 5 skills and 25 dimensions.

1	What are the patterns and themes of your results?	
2	What surprised you?	
3	What strong dimensions can you build on to increase psychological safety?	
4	What weak dimensions could be lowering psychological safety?	



Step 2: Prioritize your development goals by selecting three dimensions to focus on for the next 30-90 days.

1	What three dimensions will you focus on? (Pick a strong one, weak one, and one of your choice).	
2	How will improving these dimensions increase psychological safety?	
3	What is the career impact if you improve these dimensions?	
4	What is the business impact if you improve these dimensions?	



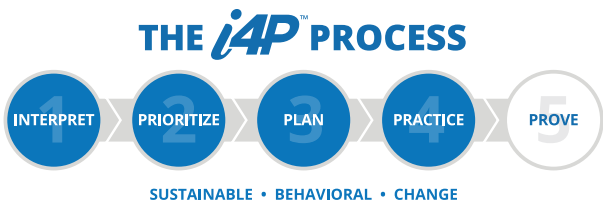
Step 3: Create a 30-90 day plan to create positive behavioral change for these dimensions.

1	What is your specific 60-90 day goal for improving these dimensions?	
2	Why is the goal important?	
3	What obstacles do you anticipate?	
4	How will you create accountability for yourself?	



Step 4: Create a concrete practice schedule to follow over the next 30-90 days.

1	What specific behaviors can you practice on a daily basis?	
2	What specific behaviors can you practice on an as-needed basis?	
3	What processes and tools can you use on a weekly/monthly basis?	
4	Who can you observe and learn from?	



Step 5: Measure and track your progress toward your goal over the next 30-90 days

1	How will you measure progress on a personal level?	
2	How will you measure progress on an interpersonal level?	
3	How will you measure progress on an organizational level?	
4	How will you measure progress from your supervisor?	

MY *i4P*™ PEER COACH

Select a peer coach that will encourage you and hold you accountable to reach your personal development goals. Schedule your first of three one-hour peer coaching sessions within the next 30 days. You should commit to a total of three peer coaching sessions during the next 30-90 days.

Peer Coach Name:

Peer Coach Contact Information: Phone: _____ Email: _____

Peer Coaching Session One

Date: _____ Time: _____ Completed: Yes / No

What progress have you made?

What obstacles do you face?

How will you adjust your efforts?

Peer Coaching Session Two

Date: _____ Time: _____ Completed: Yes / No

What progress have you made?

What obstacles do you face?

How will you adjust your efforts?

Peer Coaching Sessions Three

Date: _____ Time: _____ Completed: Yes / No

What progress have you made?

What obstacles do you face?

How will you adjust your efforts?