



# Team Mirror

## Personal Development Plan (PDP)

A training plan helps you to create the framework for doing what you need to do in order to develop a new habit. When it comes to changing habits or developing new ones, there is one universal law that all sport athletes understand: no pain, no gain.

The first thing you need to do in order to create an effective training plan is to choose your sport. You cannot win gold on 5 completely different disciplines, so focus! Select 1 habit that you will change over the weeks to come. Select a habit that has the most impact according to you. But above all, select a sport that you love. Select a habit that you really want to change.

**My top priority in the weeks to come is \_\_\_\_\_**

### Routine?

Describe the habit or routine that you want to develop in terms of your behaviour.

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What is the first small behavioural step in this routine?

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*"I used to say to myself, 'At 8 pm when the kids are in bed, I'll go jogging'. I rarely did it. Then I found a way to trick myself into it. I made the routine 'jogging' as simple as possible. Now, I say to myself, 'At 8 pm when the kids are in bed, I'll put on my jogging gear'. I do it every time. Then I find myself standing there in my jogging gear in the living room. Guess what I do next?"*

### Priority? The why question?

Athletes train according to their training plan because their sport is their top priority. Whether it is raining or not, they go outside and do their routine. Why is it so important for you to develop this habit? Which personal values do you consider by developing this habit?

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Why did you select this habit? What is the effect of you mastering this habit?

... for yourself?

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... for others?

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What would be the long-term effect of not changing this habit?

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What are the risks of trying to change this habit? What kept you from doing it before?

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### Training moments?

A big mistake many people make when trying to change a habit is to say: “From now on I am going to do this **‘always’** ”. This ‘cold turkey’ approach works for stopping a drug addiction. But when it comes to creating new complex behavioural habits such as empathic listening, challenging others or planning it just does not work. It is crucial to select **some concrete moments** over the weeks to come at which you can practice your new habit (e.g., specific meetings or specific moments during your day).

A second mistake people often make is that they forget to build in a **‘cue’**. As a result, you’ll find that the meeting is over and you just forgot to practice on your new habit. There are a dozen different ways to build in a cue. For example, you can create a cue by putting an alarm in your outlook agenda. Another very effective possibility is to select an old habit that you already have and to build a cue to that. Maybe you watch the news every night when your children are in bed, or maybe you open your laptop everyday at the same place? Maybe you want to become a better coach and you already have the habit to tell people what you expect from them. Maybe you can decide that in the

next 1 to 1 meetings you will keep doing that, but to your expectation you will add the sentence:  
 “How can I help you to do that in an effective way?”

Now, take your agenda and plan some concrete training moments for the following month.

Concrete training moment	Cue	Observer

Also, for each training moment select one specific person that you can and will ask for feedback.

### Support and coaching

If you want to change a habit, publicly commit to changing it to a number of people and ask for feedback!

I will communicate it to...	On	I will ask feedback from
<b>My team</b>	<b>Today</b>	

Take your agenda's and plan these actions in right now!

Last but not least, every athlete needs a coach. Choose one person in this team that is able to observe the habit that you would like to develop. Someone you can trust to give you honest feedback.

My buddy is: \_\_\_\_\_

Take your agenda and schedule 2 conversations minimally, in which you will sit together with your buddy to discuss your progress and training plan.

Conversation 1: \_\_\_\_\_

Conversation 2: \_\_\_\_\_

Conversation 3: \_\_\_\_\_

Conversation 4: \_\_\_\_\_

Conversation 5: \_\_\_\_\_

Good luck!