Success role modelling

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Purpose

This exercise enables the creation of behaviours that the client thinks would be successful for their career development and wants to demonstrate.

Description

This exercise helps clients to get better at admired behaviours/skills that they are unsure how to achieve. The exercise will help clients to distil skills or behaviours into actions and thought processes. Forty-five minutes should be allowed for this exercise and your client may need to revisit the exercise depending on the level of observation carried out previously on a desired skill or behaviour. The client can break down the learning process into achievable steps in order to develop new skills and behaviours that have been proven to help other people achieve success.

Process

1 Identify up to three skills or behaviours that the client witnesses in other people which they believe are desirable in helping them to develop. For each skill/behaviour, distil it into a very specific action (or sequence of actions) and anticipated mind-set. Think about what they have seen, heard or experienced in their role model person when demonstrating their selected skill/behaviour, for example:

- What did you see them do when they did X, what did you notice about their body language, were there any specific hand or facial gestures that they used?
- How do you imagine they felt?
- How were they talking, what did you hear them saying, what did you notice about their tone, and volume, were there any specific intonations?

2 If needed, craft a conversation to ask the role model person what actions they are aware of when they demonstrate a particular skill/behaviour. Ideally, the questions should include a question to help guide the role model person through what it is they do when undertaking an action, for example: When you do X, what do you think, feel, see first, then what, then what, etc.

3 Identify specific steps they will undertake to master the actions and thereby skills/behaviour that they want to develop.

Pitfalls

The client may identify skills/behaviours that they value but are not valued by the business or their career influencers. There is a need, therefore, to check this. The client may find the process of modelling too complex.

Bibliography

Knight, S. (2002) *NLP at Work: The Difference that Makes a Difference in Business* (revised edition), London: Nicholas Brealey Publishing.