**Developmental Conversations**

### 4D Goal Setting – An illustrative example

**Discover my potential**
This goal enables us to discover our personal potential by learning new skills and involves trying something we haven’t tried before. We may feel uncomfortable about getting it right first time, and we are not expected to. If we are aiming for a next job move, we might want to look at that job’s skill’s requirements, alongside UCL’s career frameworks and identify an activity or project that can help us close a current skill or knowledge gap. Equally, the Discover goal can help us perform our current role even better, for example learning and applying new technologies, methodologies, systems or approaches to the work that we do. The Discover goal is designed for us to experience something new and outside of our comfort zone that is relevant to our career path or job requirements.

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<th><strong>Goal x 1</strong></th>
<th>Grow network amongst peers so my role and contribution to my department is more visible and I can also get the opportunity to learn from others.</th>
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| **Follow-up questions to make this more purposeful:** | • What do you want to achieve that will be different this year?  
• What would success really look like for you?  
• When do you expect this to be fully achieved? |

**Reality**
I’m feeling very isolated and not really valued. My desk is not in the same physical space as my colleagues. When I need to collaborate on my work I’m not getting much response. No one knows how hard I am working, and I often get pulled into doing additional projects that don’t really play to my strengths.

| **Follow-up questions to make this more purposeful:** | • Is it really just the desk location that is causing you to feel this way?...  
• What else aren’t you doing that you could be doing? |

**Options**
Move desk, attend events, create networking opportunities, collaborate on projects

| **Follow-up questions to make this more empowering:** | • What specific events, networks or projects could help you improve your visibility and access to learning from others?  
• What value will you bring to these opportunities?  
• Of these ideas, which one would get the best result?  
• Have you tried anything like this before? How did that go? |

**Way forward**
To start with, I’ll move desk so I can more easily engage with my colleagues and find out what networking opportunities there are and look at options where I’m also contributing to the agenda to improve my visibility.

| **Follow-up questions to make this more empowering:** | • What could I/we do to support you?  
• How (and when) might we evaluate if this is the right way forward? |