

Annual Portfolio Valuation

Individuals should be encouraged to view themselves from the perspective a portfolio of assets and liabilities.

STRENGTHS	WEAKNESSES
Talents	Skills deficits
Knowledge – Industry	Blindspots (which a 360 can address)
Expertise	Counter-productive behaviors
Motivators	Experience gaps
Experiences	Sabotaging Attitudes
Knowledge of job type	Non-rational internal tapes
Competencies	
Attitudes	
Specific Skills	
Values	

This “assets” portfolio should be evaluated periodically as a **PDP** – personal development plan is created and executed.

- Here are some questions when conducting the evaluation:
- What have I done well this year?
- What could I have done better?
- What did I do poorly?
- What didn’t I do during the last year that I should have done?
- What did I do during the last year that will enhance the value of my portfolio and thereby the value to my company?
 - Projects/assignments
 - Tools
 - Techniques
 - Methods
 - Clients/customers relations, acquisition
 - Competencies
 - Experiences
 - Learnings
 - Internal working relationships
 - Did I materially enhance the value of my portfolio over the last year? What worked well?
 - What worked marginally? What probably served to reduce the value of my portfolio?
 - How should I refine my PDP in the next round?