



# INDIVIDUAL CONTRIBUTOR PROGRAM

## FULLY CUSTOMIZED PROGRAM

The Individual Contributor Development Program begins with a 15-minute **emotional intelligence assessment** that measures biases and clarity in thinking. The assessment results are used to generate **custom development curriculum** focusing on the participant's strengths and blind spots. It's a turn-key coaching program customized especially for the participant and led by a coach of your choice (e.g. an external HR consultant, an internal training manager, or even the participant's direct manager).

## Includes:

### Custom Development Report

**60-page customized development report** describing natural strengths and blind spots.



### 13 eLessons

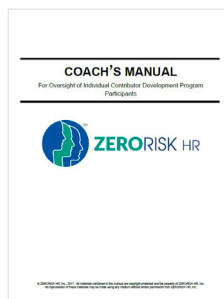
**Emailed every two weeks** and include **custom development tips and tactics** that can be implemented immediately.



### Coach's Manual

**A coach's manual to facilitate the program includes:**

- Points of emphasis for each eLesson
- Talking points and discussion questions for each coaching session
- Follow up materials after each coaching session



Contact **ZERORISK HR** today to learn more or get started!

**800-827-5991** or [service@zeroriskhr.com](mailto:service@zeroriskhr.com)



# BENEFITS OF THE PROGRAM



**DEVELOP**  
FUTURE LEADERS



**GAIN**  
SELF-AWARENESS



**INCREASE**  
EMPLOYEE  
ENGAGEMENT



**MAXIMIZE**  
PRODUCTIVITY



**ENHANCE**  
COMMUNICATION

## E-LESSON TOPICS

### Month 1

- #1: Deliberate, Automatic, and Reactive Thinking
- #2: Establishing Your Trustworthiness

### Month 2

- #3: Flexible, Responsive, and “Can Do” Approach
- #4: Organizing

### Month 3

- #5: Prioritizing
- #6: Being Bigger than the Job

### Month 4

- #7: Bringing Energy
- #8: Things are Under Control

### Month 5

- #9: Bringing About Desired Results
- #10: Why Surprising Your Boss is Deadly

### Month 6

- #11: Earning the Respect of Your Colleagues
- #12: Respecting Your Colleagues
- #13: Team Etiquette



## REAL RESULTS

“I really enjoyed the e-lessons. They helped me focus on my development and growth as well as helped me be proactive in my communication with my managers and co-workers. The program was great.”

- HR COORDINATOR, EQUINOX



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