

# Sustainable Development Stories

## Ideas for Sustaining Development after the Initial TMP Debrief



**PACING APP** – *An interactive tool designed to help improve communications with others. This report gives you advice about “Pacing” a specific individual.*

### **PACING APP TIPS –**

- Remember, the Pacing App is comparing work preferences so each report may be somewhat different even though it is about the same person.
- We often suggest people share their Pacing Report they have done on someone and then ask them to highlight the really key points so there’s not as much to remember when communicating.

### **APPLICATION 3 –**

#### **THREE MONTH FOLLOW UP AFTER INITIAL TMP DEBRIEF –**

“Our Pacing discussion happened last Tuesday, and the group enjoyed the discussion. Our discussion involved gaining a better understanding of our work preferences and reasons for why we prefer certain actions. The consensus for the reports was that the tips of better linking and potential areas of conflict were broad, but it was helpful to acknowledge them. For example, there was a instance on one of the reports that stated “email rather than in-person was the preferred method of communication.” So, the group addressed communication preferences.

Our discussions about the reports transitioned into how our personality traits influenced how we act. It was helpful that each team member briefly shared his/her background, and how that may have affected his/her work preferences. Overall, I think the team gained a stronger appreciation going forward for more meaningful team interactions and individual working styles.”