



## NUCLEAR

### IMPROVING PERSONAL EFFECTIVENESS: SELLAFIELD GRADUATES

#### OBJECTIVE

Besides supporting the journey to chartership, Sellafield recognised the need for their graduate scheme to develop personal skills among their early talent. In line with the organisation's 'people' and 'learning' competencies, the Sellafield Outward Bound® programme seeks to:

- Develop graduates' coaching and feedback skills to improve personal capability and that of others
- Develop graduates' sense of self-awareness, responsibility and other elements of personal performance
- Allow graduates to update their Individual Development Plans, based on feedback and self-reflection from the programme and commit to moving these forward independently.

#### SOLUTION

The Outward Bound Trust developed a three day intervention incorporating:

- Feedback on graduates' psychological profiles to help them understand their traits and motivations
- Planning and execution of a series of outdoor projects as a team with full responsibility for success given to graduates
- Peer feedback sessions to build awareness of behaviours and coaching sessions to support personal development
- Review sessions giving an understanding of their development during the programme and next steps to take.

#### RESULTS

**96%** of the graduates agreed that the programme had enabled them to practice using coaching and feedback skills to develop personal capability.

**92%** developed a better understanding of their personal strengths and development areas and to record them within their Individual Development Plan (IDP) and commit to taking ownership for moving these forward.

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#### LONG TERM IMPACT

Ten weeks after the programme The Trust issued a survey to graduates. The results highlight that the graduates benefited both personally and professionally from their experience.

- **91%** of the graduates agreed they are now more likely to actively seek personal development to improve their performance at work
- **86%** of the graduates agreed that they have used the team skills they developed on the programme
- **73%** of the graduates agreed that they are more likely to support or coach a colleague in their work
- **86%** of the graduates feel more prepared for the challenges ahead of them at work.

A number of other outcomes emerged from the evaluation, from increased confidence and optimism, to stronger relationships with other graduates and increased enthusiasm to tackle new challenges.

#### WANT TO LEARN MORE?

For a full evaluation report on the Sellafield programme with comments from graduates themselves:

**[outwardboundtrust.org.uk/corporate-development/sellafield.pdf](http://outwardboundtrust.org.uk/corporate-development/sellafield.pdf)**

Don't just take our word for it that Outward Bound programmes deliver results. Get in touch and we will put you in contact with one of our clients who will happily tell you more.

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