



The Development Dialogue

Growing together

Good education starts with people who want to make a difference. With your commitment, your talent, and your desire to keep learning. That is why Esprit Schools invests in sustainable employability and professional growth.

We want everyone to feel energised, engaged and to enjoy their time here, to feel free to keep developing their talents and exploring new opportunities. Together, we can build a culture in which learning, sharing and improving comes naturally. The development dialogue is the ongoing conversation between you and your manager about job satisfaction, growth, and the future.

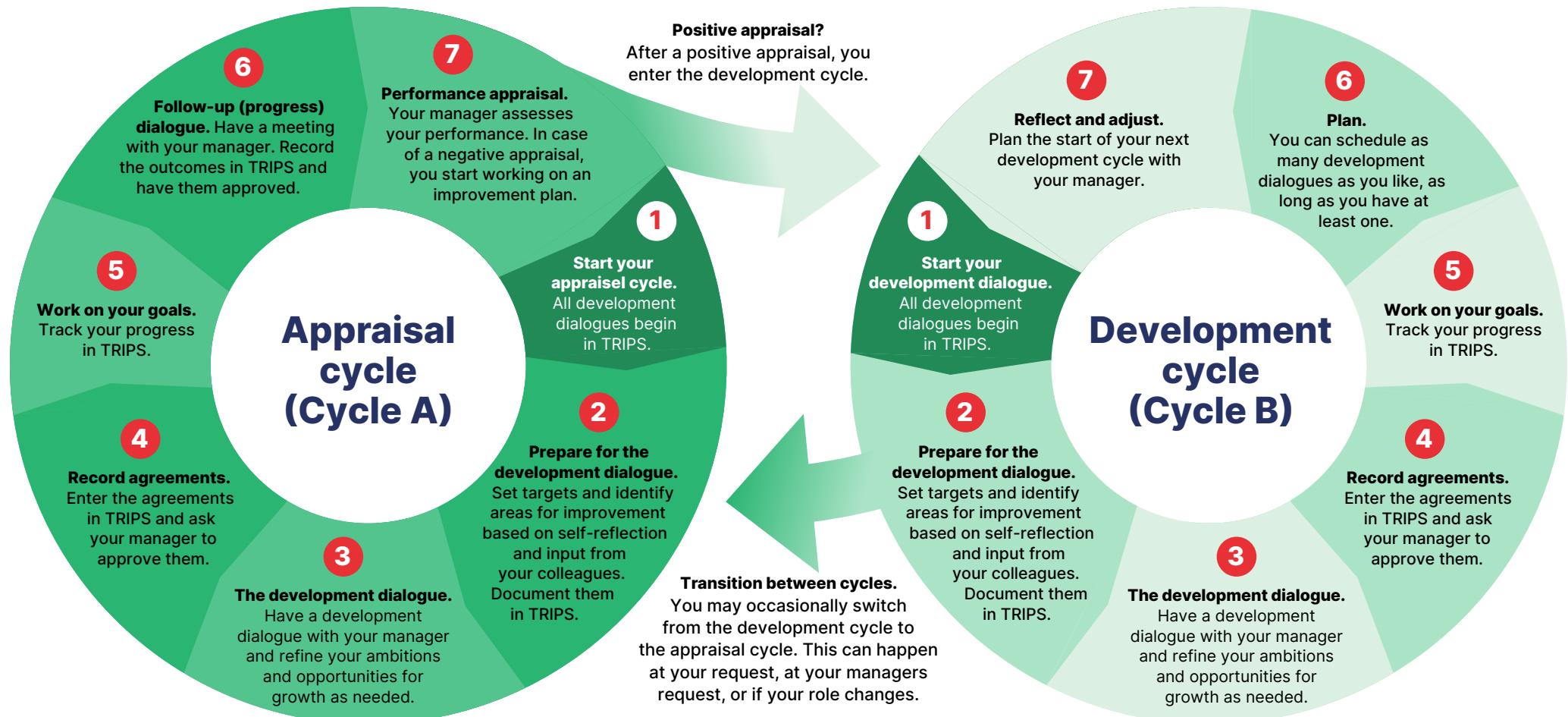
It is a way to manage your development together and align it with what the organisation needs. The dialogue focuses on your ambitions, the feedback you receive, the goals you have already achieved, and what you would like to learn.

How it works

You track your own development dialogue in the digital TRIPS environment. To sign in, open your Staff Dashboard. You can use TRIPS to document goals, agreements, and feedback, and to track your progress. In other words: you're in charge of your own growth. While you are required to have at least one development dialogue a year, the development dialogue is an ongoing process that spans the whole year. We encourage everyone to keep actively giving and asking for feedback, share what you learn, and help each other move forward. Because limitless learning is a team effort.

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If you are new to Esprit Schools or have a temporary role, you always start in the appraisal cycle.



Tip: During your development dialogue, actively ask for feedback from people you work with. You can also use student surveys, presentations, and insights from your work.

To find out how to request an interview in TRIPS, [click here](#) for a manual.

To find out more about the development and appraisal cycle, [click here](#).