

YOUR INDIVIDUAL DEVELOPMENT PLAN



1. EVALUATE & THINK AHEAD

What kind of leader would you like to become?

Where are you in your leadership journey?

Where would you like to be a year from now?



2. IDENTIFY YOUR STRENGTHS & OPPORTUNITIES FOR GROWTH

Think about the feedback you've received from peers and managers, as well as what you've learned about yourself. Now answer these three questions:

What must I stop doing?

What must I keep doing?

What must I start doing?



3A. STRENGTH BUILDING: DEVELOP SOMETHING YOU'RE GOOD AT

Identify one thing you do well.

My strength is: _____

In the coming year, how do you plan to take this strength to the next level?

(Choose all that apply)

- Stretch assignment
- Coaching/mentoring
- Professional association
- Job shadowing
- Community involvement
- Cross-functional teams
- Courses/workshops
- Cross training/job rotation
- Other _____

What do you hope to gain from developing this strength?

What is your deadline for completing the tasks you selected above?



3B: GROWTH OPPORTUNITY: DEVELOP SOMETHING CHALLENGING

Identify one area where you need work.

My opportunity for growth is: _____

In the coming year, how do you plan to turn this struggle into a strength?

(Choose all that apply)

- Stretch assignment
- Coaching/mentoring
- Professional association
- Job shadowing
- Community involvement
- Cross-functional teams
- Courses/workshops
- Cross training/job rotation
- Other _____

What do you hope to gain from developing in this area?

What is your deadline for completing the tasks you selected above?