

Development Planning



Leadership Insight
G • R • O • U • P

1. Goal (s)

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2. Expected Outcomes

What new behaviors do I expect to see as a result of this goal?
How will my life be different having accomplished my goal?
How will others benefit from me achieving my goal?

3. The Challenge

In what ways does the goal challenge me?	
What will I need to do differently? (List specific behaviors)	What priorities will need to change?
What will be most difficult for you when working on this goal?	
Task inherent in current job	Task inherent in a future assignment
How might I be challenged by other people?	
Positively: (Who will stretch/push me?)	Negatively: (Who will be a barrier?)

4. Support

Who will be a coach for me? Give honest feedback? Cheerlead? Mentor?		
On an individual level:	Within your work group?	On an organizational level?
What other support is available that I will use?		
Resources: (Other than time and people.)	Time:	Skills Training/Materials:

5. Assessments

What assessment is available that is internal to the system?	
Formal:	Informal:

6. Work Situations

Capture examples of where you can or have practiced your behavioral goals	
Past or Present	Future