

Course Project: Set Leadership Development Goals Action Plan

Instructions:

Strength self-assessments help you identify your areas of greatest promise—certain ways of thinking, feeling, and behaving that come naturally to you. With intentional practice, you can develop these talents into strengths. This activity will help you focus on developing the full potential of one of your strengths. You'll focus on only one development area at a time, giving it 100% of your effort and attention.

Step 1: Committing to a Talent Theme

Talents are the foundation of your strengths. A grouping of 14 talents makes up a theme of strength, such as the themes of Activator or Decider. Acting on these talent themes elevates them to full-blown strengths.

Based on your StrengthsFinder assessment, what are your five talent themes? List them and describe what each means to you in 1 to 2 sentences.

Talent Theme 1: Deliberative

Description: I reflect and analyze logic with the decisions I make. I also analyze decision making behaviors and study examples from the past, present, and future about how to perceive outcomes and logic structures.

Talent Theme 2: Futuristic

Description: I love technology, space travel, computing, planetary colonization, and the future of tech in general. I aspire to develop and begin horizons as my own aerospace and defense firm!!

Talent Theme 3: Significance

Description: I love a independent lifestyle and cherish the independence of my undergraduate college days. I strive to become optimal as a independent bachelor and impress my peers that are scholars, leaders and eligible ladies for the future.

Talent Theme 4: Belief

Description: My belief as a Catholic in core values pertaining to family, monogamy, pro-life, the holy soul and the gift of intellect have been through chaos with the high road and have been galvanized with strength with the holy Spirit for a brighter future.

Talent Theme 5: Context

Description: I loved my history classes in college during my computer Science studies for CPA. I study the history of decisions for logics and decision-making behavioral analysis for more sound judgement as a CPA for the future. This gives me a better understanding of the present to reflect with for a high caliber mediation process for future practices in fitness, martial arts and yoga.

Conduct a “strengths discovery” conversation with three people who know you well. Share with each person your talent themes and what they mean to you. Ask them for specific examples of behaviors or actions that demonstrate them.

Reflect on your thoughts and conversations, then rank your talent themes, from 1 = “I apply this talent most often” to 5 = “I apply this talent least often.”

Talent Theme	Applied to Work
Deliberative	1
Futuristic	1
Significance	2
Belief	2
Context	2

Now, rank the themes in order of their potential relevance to your work (regardless of whether or not you actually apply the talent regularly) from 1 = “This theme, if enacted regularly, would have the biggest impact” to 5 = “This theme would have the least impact.”

Talent Theme	Relevance to Work
Deliberative	1
Futuristic	2
Significance	3
Belief	2
Context	2

Choose one theme (that is not yet fully developed into a strength (i.e., it is ranked lower in Step 2) you would like to develop and that has the potential for big impact at work (i.e., it is ranked higher in Step 3).

The talent theme I will develop is:

Step 2: Mapping Talents to Strengths

List three behaviors that you wish to develop. Write out the behavior as a **talent**. Then, state how that talent would appear if it was acted upon as a **strength**. Finally, identify an **investment** that you can make in this talent to develop it into a strength.

Here is an example:

Talent: *I'm comfortable talking about my team's research with external stakeholders*

As a strength, this would look like: *I regularly reach out to stakeholders with written and oral communication to gauge their understanding of and engagement with our research*

Investment: *Take an HR class on managing client relationships. Act to be granted official responsibility for client communication strategy and execution. Communicate with project stakeholders as needed or at least every 2 weeks.*

Now, list your three behaviors below.

Talent 1: I am a actionable leader in decision making for Catholic goals with beliefs and community pillars support for fraud prevention.

As a strength, this would look like:

I support the community pillars with their foundation for the prevention of fraud, waste and abuse for a cleaner and brighter community that support agendas for future growth of the technology belt, healthier society, and a better educational system for everyone.

Investment:

Continue to move forward in the Federal Justice system for changes in my wealth structure to invest in my country and community. Help grow the community with best interests in our society for technological changes as a entrepreneur with global impact that advance our democracy to the leading edge of aerospace and defense frontiers.

Talent 2: I love to take responsibility and lead with decision making structures and judgements that are advanced and impact community best interests.

As a strength, this would look like:

Leading decisions with leaders that are pillars of the region that are moving into positions for retirement that seek solutions for antiquated systems and structures.

Investment:

Development of regional educational systems and entrepreneurial investments in the Ohio technology belt for aerospace and defense investments leading to leadership growth for our democracy and global allies for future investments for our nation's security.

Talent 3: The Underdog

As a strength, this would look like:

Constantly winning to achieve and never giving up. A relentless ambition to improve my talent, gain strengths as a professional, and become a global leader.

Investment:

Become a successful litigator and multi trillionaire to develop my entrepreneur in aerospace and defense. Become a leader in the CPA industry as a CPA and CGMA with service to the AICPA boardroom. Develop my path as a global leader for our democracy and strive to achieve our nation's best interests.

Step 3: Setting Goals

As a final step, translate each of the investments above into a SMART goal: specific, measurable, attainable, realistic, and time-bound. *Example: I will create materials and lead onboarding sessions in Q2 for new members of my division and achieve a rating of four or higher for participant satisfaction.*

Investment 1:

I will help develop community standards and best interests for the public as I strive to achieve my goals in court

Investment 2:

I will invest my financial proceeds into educational structures that benefit the poor, underprivileged and talent that require resources to succeed for their community in the long run with my investments from successful litigation.

Investment 3:

Becoming a CPA and leader as a entrepreneur as my most current goals on the horizon. Developing the chemistry to achieve this investment with new employment as a professional to develop experience for CPA, CGMA, and PMP certification.