Individual Development Plan

Luminaries Consulting

Goal 1

	Action Steps	Support or Resources	Target Date
Development Strategies			

	On-the-job Behaviors	Key Results
Outcomes		

Goal 2

	Action Steps	Support or Resources	Target Date
Development Strategies			

	On-the-job Behaviors	Key Results
Outcomes		

Individual Development Plan

Goal 3

	Action Steps	Support or Resources	Target Date
Development Strategies			

	On-the-job Behaviors	Key Results
Outcomes		

Creating your Development Plan

	Questions to ask yourself	Pro-tips
Goals	• What skills, knowledge or behavior do I want to develop/leverage? • What do I want to work on? • What do I need to do differently?	Choose no more than 3 at a time. Prioritize the most important things that will help you achieve your goals, and ensure they are ones you are significantly motivated to pursue.
Strategies	• Where can I get the expertise/information to develop? • What special projects or experiences on-the-job will teach me this skill/knowledge/behavior? • What situations will provide an opportunity to practice with low-risk?	Think about the small, specific steps that you can take on a regular basis. The strategies should build on each other and lead to permanent behavior change. They should include timelines, who you will get feedback from and what programs, books, or courses you will read or complete in order to reach your development objective.
Outcomes	• If performed adequately, what will this skill, knowledge, or behavior look like? • What will I be able to do that I currently cannot do? Deliverables I will provide? • What tangible business results will this enable me to deliver?	Determine the various ways in which you can measure success for each of the goals. These should include both on-the-job behaviors, how you show up differently at work, and tangible results, changes in performance indicators.