

Leadership Development Plan

1. Self-Assessment:

A. What do you consider to be the **leadership behaviors** that you use most successfully? What are your key **strengths** as a leader? Please include characteristics about yourself that you learned through the results of your use of assessment instruments (e.g. LEA 360, MBTI Core Personality Type, GallupStrengthsFinder, etc.) in addition to what you have observed about yourself or have been observed by bosses, peers, direct reports.

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B. What do you consider to be the **leadership behaviors** that are weak or missing in your efforts to be a successful leader? What are your key **weaknesses** as a leader? Please include characteristics about yourself that you learned through the results of your use of assessment instruments (e.g. LEA 360, MBTI Core Personality Type, GallupStrengthsFinder, etc.) in addition to what you have observed about yourself or have been observed by bosses, peers, direct reports.

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2. Plans to capitalize on your strengths:

A. **Which** leadership **strength** (or combination of strengths) will you consciously attempt to better utilize by the end of the year (or whatever timeframe you choose)?

B. **Why** did you choose this behavior? How will it help you grow as a leader? How is the use of this behavior **linked to the business objectives** you hope to accomplish during this timeframe?

C. What is your **plan of action**? Describe the steps you will take to better utilize this behavior. For each step, describe **what you will do, with whom, by when and how**. What **milestones** will you accomplish along the way that will help document that you are succeeding with this plan?

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3. Plans to improve on your weaknesses:

A. **Which** leadership **weakness** (or combination of weaknesses) will you consciously attempt to improve by the end of the year (or whatever timeframe you choose)?

B. **Why** did you choose this behavior? How will it help you grow as a leader? How is the use of this behavior **linked to the business objectives** you hope to accomplish during this timeframe?

C. What is your **plan of action**? Describe the steps you will take to better utilize this behavior. For each step, describe **what you will do, with whom, by when and how**. What **milestones** will you accomplish along the way that will help document that you are succeeding with this plan?

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(Repeat the steps 2 and 3 of the planning process for any additional strengths or weaknesses that you want to include in your efforts to develop yourself as a leader this year. Please remember that research indicates that successful development efforts need to be focused. Do not choose more than 3 or 4 behaviors to work on this year.)

4. Whose **support** and what **resources** may be needed/desired to accomplish your plans? How will you go about acquiring this support or resources?