

PLANNING YOUR DEVELOPMENT

You have developed a greater understanding of your strengths and worked on a meaningful mission for yourself. It is now time to summarize and plan for the upcoming year.

1. MAKE IT ATTRACTIVE & MOTIVATING



When creating your development plan, define your goals in a way that they are aspiring and motivating for you. The emotional quality of your plan makes what you will do not only sustainable, but powerful. At the very least, it is the thing that will keep you going through the hard times.

2. TRY SOMETHING NEW



If you do what you've always done, you'll get what you've always gotten.
We too often think of development as a linear process - doing more or getting better at the same things. What is something new that you haven't done or tried before, that would give you a new experience, or a new perspective on your work?

3. EXPLORE YOUR POSSIBILITIES



What do I need to do? What's my massive action plan? Not just one or two things. Brainstorm a bunch of ideas. What are all the possibilities, so I can later decide which one has the most power?

4. TRACK YOUR PROGRESS



Find a way to keep track of your progress. You may keep a journal, create reminders or appointments for reviewing your progress in Outlook, or tell a friend or colleague about your aspiration and ask them to hold you accountable for it.

5. CELEBRATE YOUR SMALL WINS



It's crucial to appreciate the work you've already put in as you continue on your personal growth journey. So be kind to yourself, acknowledge your efforts and celebrate these small wins along the way.
You deserve it!

PERSONAL DEVELOPMENT PLAN TOOLS

Here is a short list of tools to get you started. Pick and choose what works best for you, or invent your own format. Of course, the main point here is that it must work for you personally.



1. PDP TEMPLATE

This tool will help you to bring all your thoughts and development goals together and link it to a specific timeline.

2. STOP, KEEP, START

[This framework](#) allows you to identify what you are already good at and that you want to build upon (KEEP), the behaviors, situations or patterns you find counterproductive and want to discontinue (STOP), and the new areas of development that you want to initiate (START).

3. LEARN, CONNECT, CREATE

The Learn – Connect – Create model is also a good way to structure thinking about the different areas for your development. You may call it the [Harvard Business Review approach to professional development planning](#).

PDP TEMPLATE

**1. What do I really want to develop in the next year?
What is the outcome I'm after?**

**2. What is my purpose?
What are my reasons?**

**3. Where and how can I develop this?
Who can help me?**

Review date

KEEP, START, STOP

1. KEEP DOING

2. START DOING

3. STOP DOING

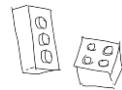
LEARN - CONNECT - CREATE



1. LEARN



2. CONNECT



3. CREATE