# SELf TALENT development Plan

* Where will development provide you with the greatest impact for your success?
* Consider the technical and functional knowledge and skills required for your success.
* Recall prior feedback, both internal and external verbal comments and from previous reviews.
* Determine where focused development would have the greatest impact on your ability to achieve your objectives successfully.
* In addition to your annual goals/objectives, consider your career/growth goals in determining which competencies would be most impactful if developed.
* Select from one to three areas that will be most beneficial for your development (e.g., leveraging a strength, strengthening a proficiency, or neutralizing a weakness) and list them in the table below. *Indicate with a check mark whether this is a strength, proficiency, or weakness.*

**I will see the greatest impact on my success by focusing development in the following areas:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Competency/Behavior** | | **Strength**  **to Leverage** | **Proficiency**  **to Strengthen** | **Weakness**  **to Neutralize** | |
| **1.** | |  |  |  | |
| **2.** | |  |  |  | |
| **3.** | |  |  |  | |
| **Development Goal**  *What do you want to change? What will result from this change? What would success look like?* | **I will improve\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ so that \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.**  **I will know that I have been successful when \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.** | | | |

|  |  |  |
| --- | --- | --- |
| **Tasks/Activities**  *What specific tasks/activities will you do to help reach your goal?* | **Target Dates** *When will you start/stop and complete each action?* | **Support Needed/Barriers  To Overcome** *What help will you need and from whom? What barriers will you likely face?* |
| **1.** |  |  |
| **2.** |  |  |
| **3.** |  |  |
| **4.** |  |  |
| **5.** |  |  |

*Review your progress every 90 days.*