# INDIVIDUAL DEVELOPMENT PLAN TEMPLATE

Instructions: Please complete the table below using data from assessment reports, 360 feedback, anecdotal feedback and/or other sources. Try to be as descriptive as possible so that you can capture nuances that will enable you to create targeted, actionable development objectives and implementation plans.

|  |  |
| --- | --- |
| HIDDEN STRENGTHS | KNOWN STRENGTHS |
| BLIND SPOTS | KNOWN DEV AREAS |

Instructions: Based on your job role, strategic organizational objectives and your inputs in the table on the previous page, complete the boxes below in as much detail as possible

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| --- |
| My short-term professional aspirations (next 1-2 years): |
| My medium-term professional aspirations (next 3-5 years): |
| My long-term professional aspirations (next 10+ years): |

Instructions: Based on a combination of your short- and medium-term aspirations, craft two ***behavioural*** development objectives that you feel are critical in being able to reach your goals. Make sure that these development objectives are distinct, crisp and well-defined. Take help from your coach, manager and/or HR if needed.

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| Development Objective I: |
| Development Objective II: |

Instructions: Draft an action plan for how you will reach your development objectives. Remember, this section of your IDP will change and evolve as you execute your action plan, get feedback and calibrate your actions to meet your goals. Continue to seek feedback and help from your coach, manager, team members and stakeholders as you implement your IDP actions.

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| --- | --- | --- |
| Actions for Development Objective I: | Timeline: | Resources Required: |
|  |  |  |
| Actions for Development Objective II: | Timeline: | Resources Required: |
|  |  |  |

Instructions: This IDP is to be signed and dates by the individual participant as well as a designated reviewer (coach/manager) if desired. Please schedule a review date in 4-6 weeks to keep yourself on track and allow recalibration. You may schedule as many reviews as needed before final review and closure.

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| --- | --- |
| Date:  Name:  Signature: | Reviewed by Date:  Reviewed by Name:  Reviews by Signature: |

1st Review Date:

|  |  |
| --- | --- |
| Date:  Name:  Signature: | Reviewed by Date:  Reviewed by Name:  Reviews by Signature: |

2nd Review Date:

|  |  |
| --- | --- |
| Date:  Name:  Signature: | Reviewed by Date:  Reviewed by Name:  Reviews by Signature: |

Final Review Date:

|  |  |
| --- | --- |
| Date:  Name:  Signature: | Reviewed by Date:  Reviewed by Name:  Reviews by Signature: |