**Leader Development Action Plan Worksheet for Coaching Session**

**Name:**

**General Guidelines**

* *After completing your coaching session, choose one aspirational goal to focus on achieving and develop your plan using the prompts below.*
* *Aspirational goals are framed so you are working to achieve something positive (e.g., to enhance my technical knowledge to enhance my credibility) versus avoidance or loss goals (e.g. to avoid loss of credibility due to lack of technical knowledge).*
* *Once you’ve reached this goal, go through the process again with another goal. Please focus on just one goal at a time.*

**1. My Goal:**Based on your coaching session, select either a strength or area needing improvement to further develop to enhance your effectiveness as a leader, or a person. Develop and insert your goal. Be sure your goal is specific, measurable, attainable, relevant, and time bounded.

**2. What benefits will I obtain once I’ve achieved this goal?**

Insert a list of positive outcomes you expect from achieving this goal. Think short-term and long-term and reflect on impact across various areas of your life.

**3. What does success look like?**

Insert a description of your ideal state upon achieving this goal. Consider results, ongoing activities, and key relationships.

**4. How will I measure success?**

Based on your definition of success, insert the ways you plan to measure progress in obtaining your goal.

**5. What specific behaviors or activities do I need to engage in to achieve my goal?** (This is the heart of your development plan)

Insert the specific behaviors/actions you need to engage in to reach your goal. Each action/behavior can be viewed as a sub-goal.

**6. What resources do I need to achieve this goal?**

Insert a list of resources you need to reach your goal including time, funds, training, tools, etc.

**7. Whose support will I need to achieve this goal?**

Insert a list of people whose support you may need to achieve this goal and the nature of the support they could provide to assist you. Consider a follow-up meeting with your coach.

**8. What obstacles might I encounter?**

Insert possible obstacles to achieving your goal. Consider areas you control, areas you may influence, and areas you do not control.

**9. What is my plan to overcome the obstacles?**

Insert your plan to address and overcome each obstacle you listed above.

**10. What is my timeline for goal achievement?** (List all the behaviors/actions determined in Step 5)

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| --- | --- | --- | --- | --- |
| **Specific Behaviors/Actions to Achieve Goal** | **Start Date** | **End Date** | **Success Indicator** | **Progress Check-in Date** |
| Behavior/Action 1: |  |  |  |  |
| Behavior/Action 2: |  |  |  |  |
| Behavior/Action 3: |  |  |  |  |
| Behavior/Action 4: |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |

**11. Goal achievement and reflection on results:**

Both during goal pursuit and after you have completed goal, reflect on what you learned from the process and how you will apply the lessons learned in the future.