
Leader Report For:

John Sample



Strategic 360

Participant Information

Participant Status

Group	Number Responding	Number Nominated	Minimum Required to Report	Response Rate
Self	1	1	1	100%
Supervisor	1	1	1	100%
Direct Reports	4	4	3	100%
Peers	5	6	3	83%

Strategic 360

Personal Leadership addresses how one carries oneself, interacts with others, and the degree to which the leader is self-aware. People interested in developing their Personal Leadership should review their results to identify which areas are relative strengths to leverage and which are opportunities to develop.

Organizational Leadership pertains to how one leads a team as well as overall business acumen. People who are interested in developing Organizational Leadership should review their results to identify which areas are relative strengths to leverage and which are opportunities to develop.

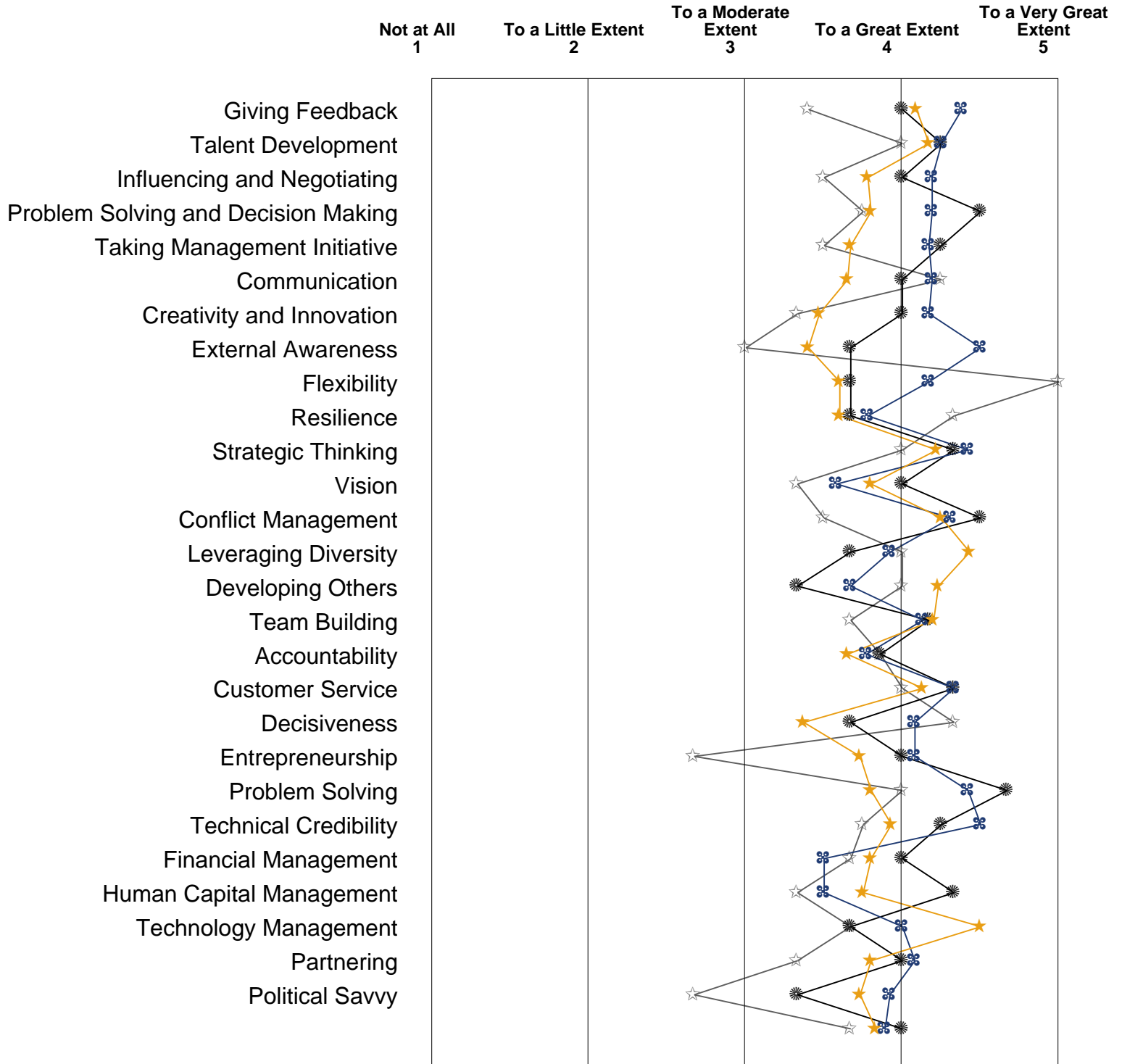
Industry Leadership addresses to how one represents the company and inspires others in the field. People who are interested in developing Industry Leadership should review their results to identify which areas are relative strengths to leverage and which are opportunities to develop.

Leadership Courage pertains to how one handles interpersonal, performance, and decisions when they are difficult or controversial and continually strives for a higher standard. People who are interested in developing Leadership Courage should review their results to identify which areas are relative strengths to leverage and which are opportunities to develop.

Strategic 360

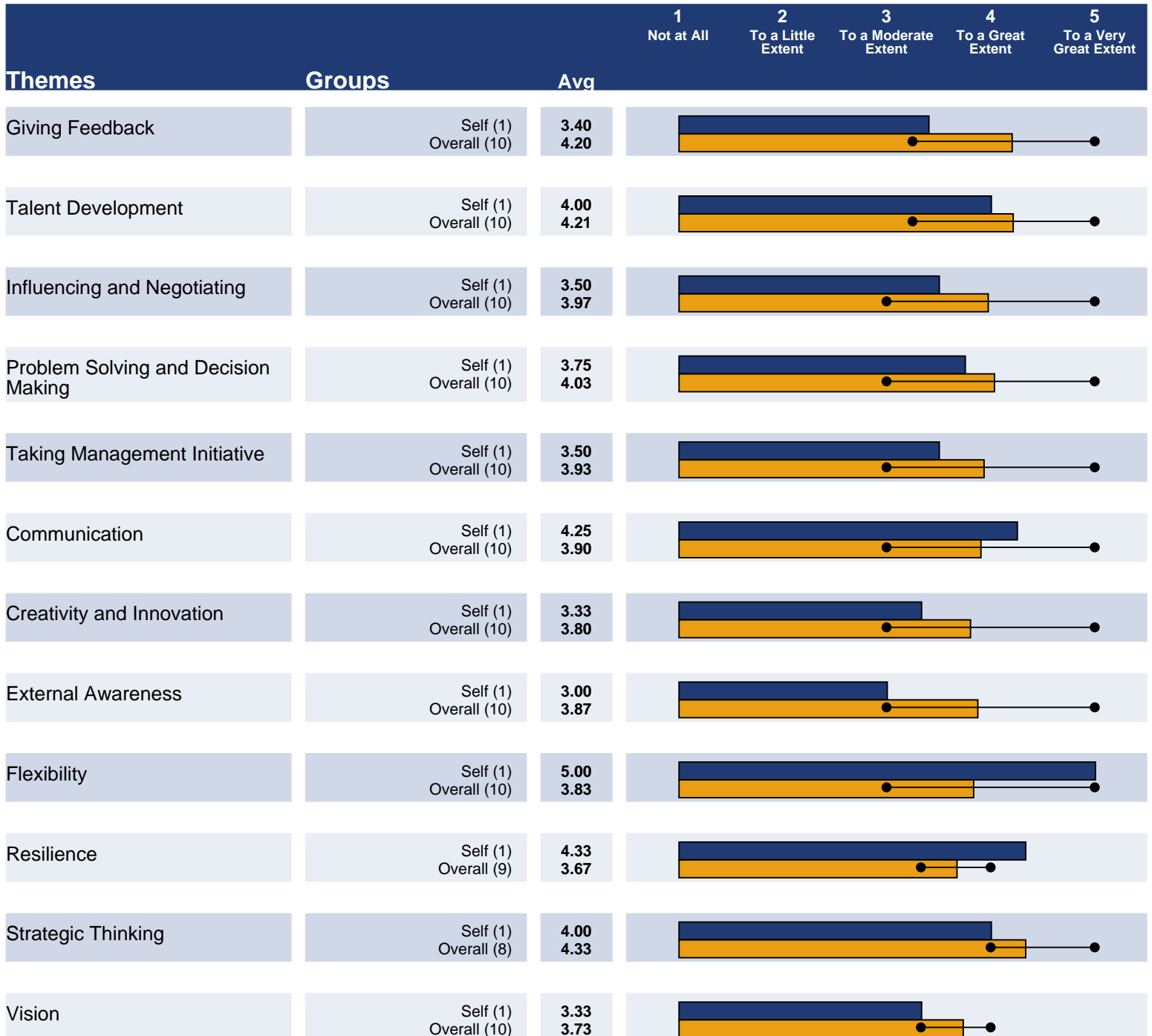
Behavior Theme Summary

☆ = Self * = Supervisor ☼ = Direct Reports
★ = Peers



Strategic 360

Theme Summary - Self vs. All Others

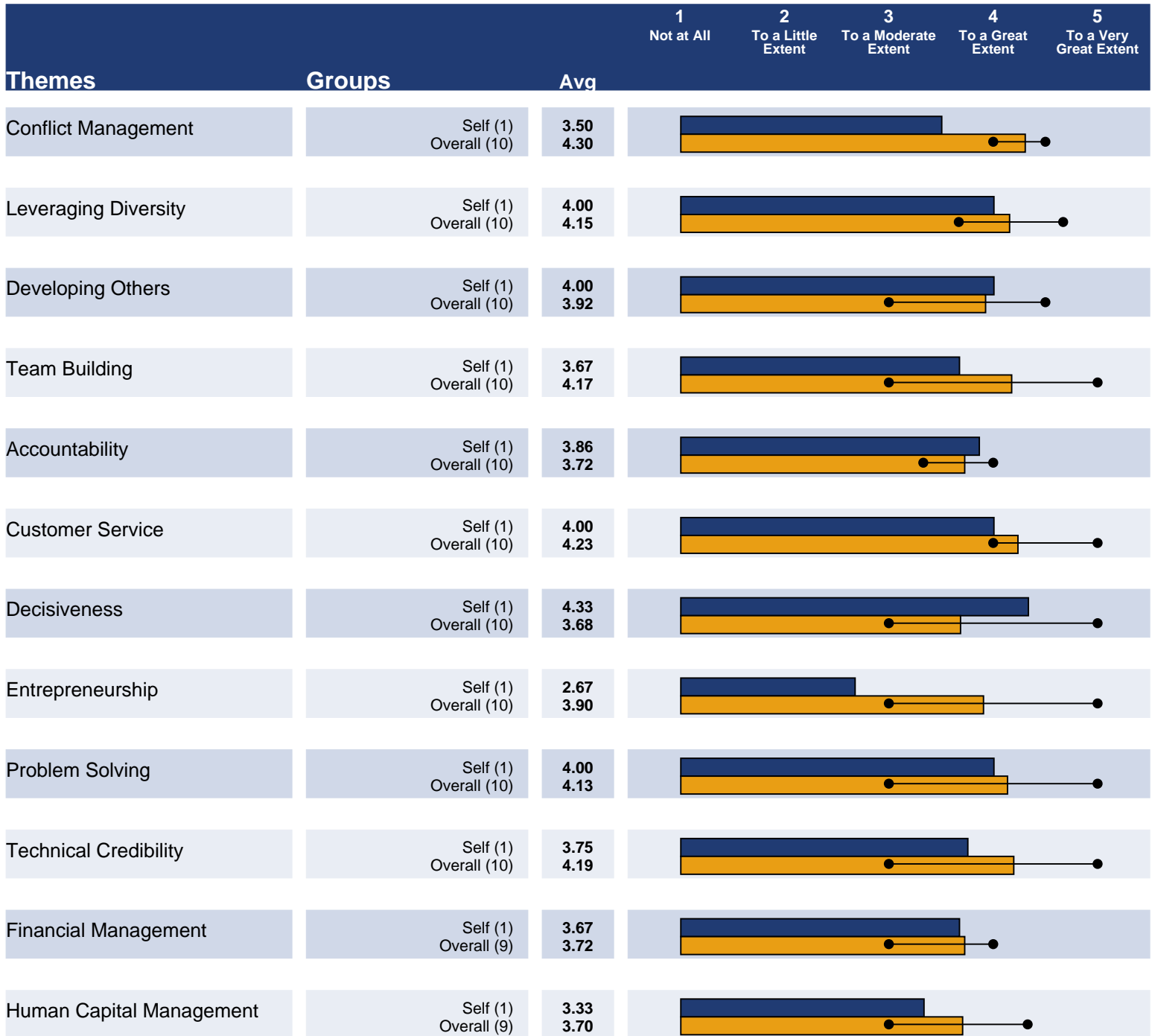


Range from Low to High

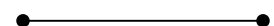


Strategic 360

Theme Summary - Self vs. All Others

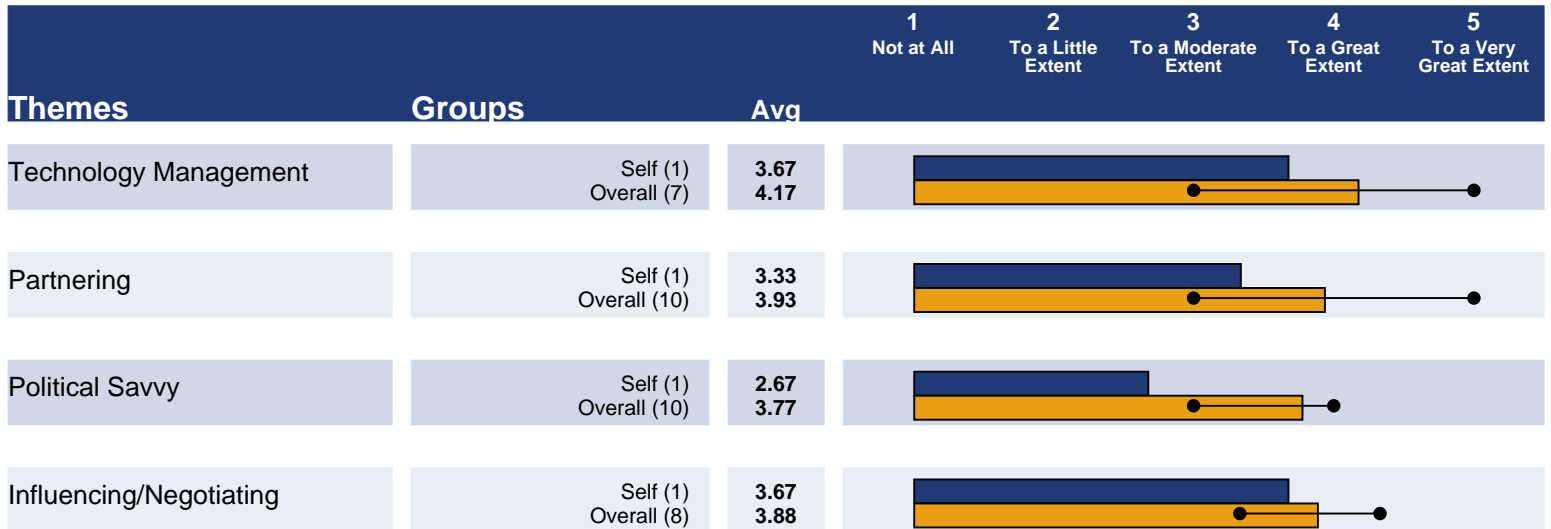


Range from Low to High

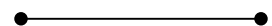


Strategic 360

Theme Summary - Self vs. All Others



Range from Low to High

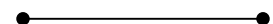


Strategic 360

Theme Summary by Rater Source

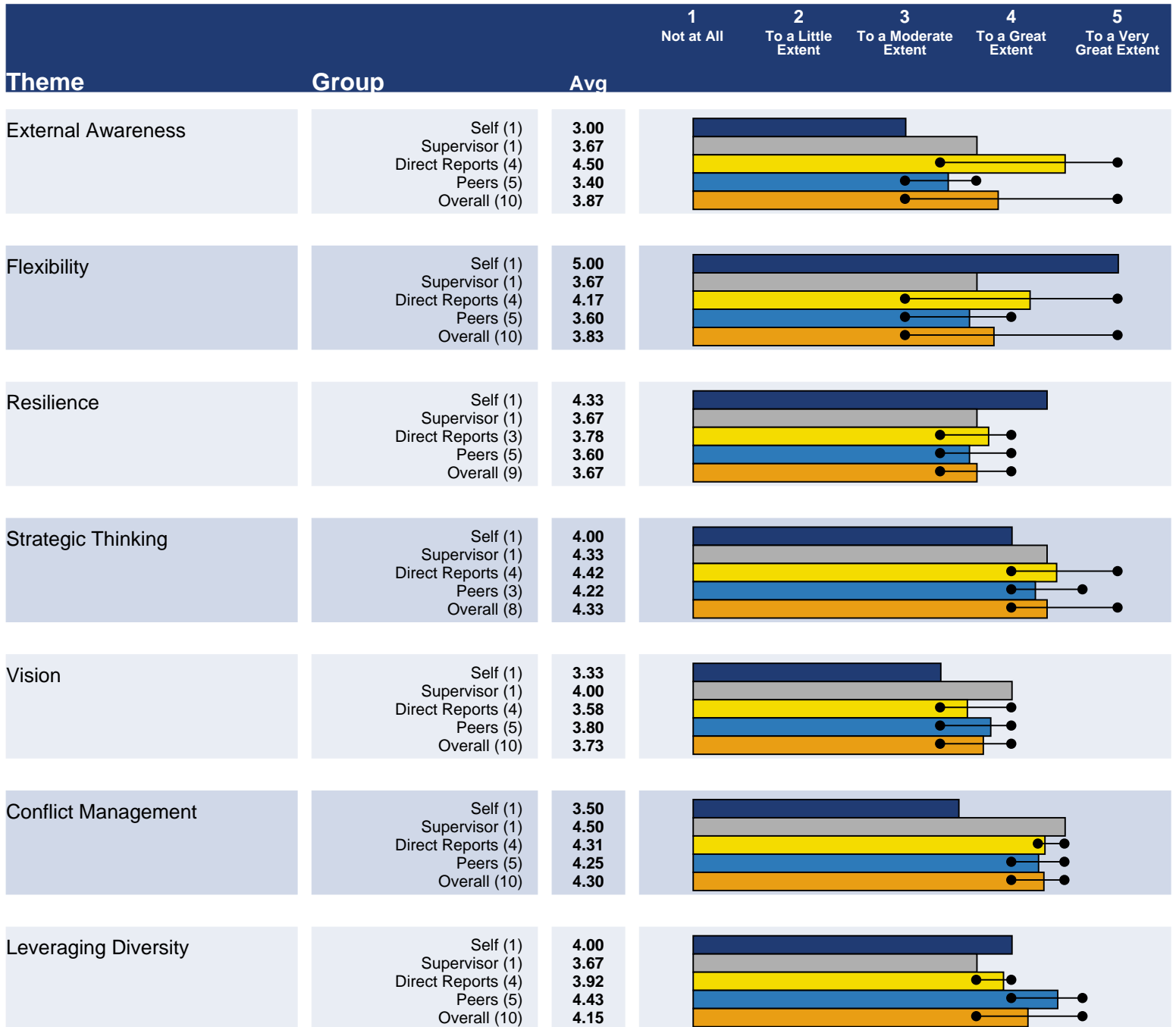
Theme	Group	Avg	Rating Scale				
			1 Not at All	2 To a Little Extent	3 To a Moderate Extent	4 To a Great Extent	5 To a Very Great Extent
Giving Feedback	Self (1)	3.40	[Bar chart showing score 3.40]				
	Supervisor (1)	4.00	[Bar chart showing score 4.00]				
	Direct Reports (4)	4.38	[Bar chart showing score 4.38]				
	Peers (5)	4.09	[Bar chart showing score 4.09]				
	Overall (10)	4.20	[Bar chart showing score 4.20]				
Talent Development	Self (1)	4.00	[Bar chart showing score 4.00]				
	Supervisor (1)	4.25	[Bar chart showing score 4.25]				
	Direct Reports (4)	4.25	[Bar chart showing score 4.25]				
	Peers (5)	4.17	[Bar chart showing score 4.17]				
	Overall (10)	4.21	[Bar chart showing score 4.21]				
Influencing and Negotiating	Self (1)	3.50	[Bar chart showing score 3.50]				
	Supervisor (1)	4.00	[Bar chart showing score 4.00]				
	Direct Reports (4)	4.19	[Bar chart showing score 4.19]				
	Peers (5)	3.78	[Bar chart showing score 3.78]				
	Overall (10)	3.97	[Bar chart showing score 3.97]				
Problem Solving and Decision Making	Self (1)	3.75	[Bar chart showing score 3.75]				
	Supervisor (1)	4.50	[Bar chart showing score 4.50]				
	Direct Reports (4)	4.19	[Bar chart showing score 4.19]				
	Peers (5)	3.80	[Bar chart showing score 3.80]				
	Overall (10)	4.03	[Bar chart showing score 4.03]				
Taking Management Initiative	Self (1)	3.50	[Bar chart showing score 3.50]				
	Supervisor (1)	4.25	[Bar chart showing score 4.25]				
	Direct Reports (4)	4.17	[Bar chart showing score 4.17]				
	Peers (5)	3.67	[Bar chart showing score 3.67]				
	Overall (10)	3.93	[Bar chart showing score 3.93]				
Communication	Self (1)	4.25	[Bar chart showing score 4.25]				
	Supervisor (1)	4.00	[Bar chart showing score 4.00]				
	Direct Reports (4)	4.19	[Bar chart showing score 4.19]				
	Peers (5)	3.65	[Bar chart showing score 3.65]				
	Overall (10)	3.90	[Bar chart showing score 3.90]				
Creativity and Innovation	Self (1)	3.33	[Bar chart showing score 3.33]				
	Supervisor (1)	4.00	[Bar chart showing score 4.00]				
	Direct Reports (4)	4.17	[Bar chart showing score 4.17]				
	Peers (5)	3.47	[Bar chart showing score 3.47]				
	Overall (10)	3.80	[Bar chart showing score 3.80]				

Range from Low to High

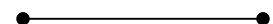


Strategic 360

Theme Summary by Rater Source



Range from Low to High

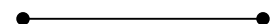


Strategic 360

Theme Summary by Rater Source

Theme	Group	Avg	Rating Scale				
			1 Not at All	2 To a Little Extent	3 To a Moderate Extent	4 To a Great Extent	5 To a Very Great Extent
Developing Others	Self (1)	4.00	[Bar chart showing score 4.00]				
	Supervisor (1)	3.33	[Bar chart showing score 3.33]				
	Direct Reports (4)	3.67	[Bar chart showing score 3.67]				
	Peers (5)	4.23	[Bar chart showing score 4.23]				
	Overall (10)	3.92	[Bar chart showing score 3.92]				
Team Building	Self (1)	3.67	[Bar chart showing score 3.67]				
	Supervisor (1)	4.17	[Bar chart showing score 4.17]				
	Direct Reports (4)	4.13	[Bar chart showing score 4.13]				
	Peers (5)	4.20	[Bar chart showing score 4.20]				
	Overall (10)	4.17	[Bar chart showing score 4.17]				
Accountability	Self (1)	3.86	[Bar chart showing score 3.86]				
	Supervisor (1)	3.86	[Bar chart showing score 3.86]				
	Direct Reports (4)	3.77	[Bar chart showing score 3.77]				
	Peers (5)	3.65	[Bar chart showing score 3.65]				
	Overall (10)	3.72	[Bar chart showing score 3.72]				
Customer Service	Self (1)	4.00	[Bar chart showing score 4.00]				
	Supervisor (1)	4.33	[Bar chart showing score 4.33]				
	Direct Reports (4)	4.33	[Bar chart showing score 4.33]				
	Peers (5)	4.13	[Bar chart showing score 4.13]				
	Overall (10)	4.23	[Bar chart showing score 4.23]				
Decisiveness	Self (1)	4.33	[Bar chart showing score 4.33]				
	Supervisor (1)	3.67	[Bar chart showing score 3.67]				
	Direct Reports (4)	4.08	[Bar chart showing score 4.08]				
	Peers (5)	3.37	[Bar chart showing score 3.37]				
	Overall (10)	3.68	[Bar chart showing score 3.68]				
Entrepreneurship	Self (1)	2.67	[Bar chart showing score 2.67]				
	Supervisor (1)	4.00	[Bar chart showing score 4.00]				
	Direct Reports (4)	4.08	[Bar chart showing score 4.08]				
	Peers (5)	3.73	[Bar chart showing score 3.73]				
	Overall (10)	3.90	[Bar chart showing score 3.90]				
Problem Solving	Self (1)	4.00	[Bar chart showing score 4.00]				
	Supervisor (1)	4.67	[Bar chart showing score 4.67]				
	Direct Reports (4)	4.42	[Bar chart showing score 4.42]				
	Peers (5)	3.80	[Bar chart showing score 3.80]				
	Overall (10)	4.13	[Bar chart showing score 4.13]				

Range from Low to High



Strategic 360

Theme Summary by Rater Source

Theme	Group	Avg	Rating Scale				
			1 Not at All	2 To a Little Extent	3 To a Moderate Extent	4 To a Great Extent	5 To a Very Great Extent
Technical Credibility	Self (1)	3.75	[Bar chart showing self-rating at 3.75]				
	Supervisor (1)	4.25	[Bar chart showing supervisor rating at 4.25]				
	Direct Reports (4)	4.50	[Bar chart showing direct reports rating at 4.50]				
	Peers (5)	3.93	[Bar chart showing peers rating at 3.93]				
	Overall (10)	4.19	[Bar chart showing overall rating at 4.19]				
Financial Management	Self (1)	3.67	[Bar chart showing self-rating at 3.67]				
	Supervisor (1)	4.00	[Bar chart showing supervisor rating at 4.00]				
	Direct Reports (3)	3.50	[Bar chart showing direct reports rating at 3.50]				
	Peers (5)	3.80	[Bar chart showing peers rating at 3.80]				
	Overall (9)	3.72	[Bar chart showing overall rating at 3.72]				
Human Capital Management	Self (1)	3.33	[Bar chart showing self-rating at 3.33]				
	Supervisor (1)	4.33	[Bar chart showing supervisor rating at 4.33]				
	Direct Reports (4)	3.50	[Bar chart showing direct reports rating at 3.50]				
	Peers (4)	3.75	[Bar chart showing peers rating at 3.75]				
	Overall (9)	3.70	[Bar chart showing overall rating at 3.70]				
Technology Management	Self (1)	3.67	[Bar chart showing self-rating at 3.67]				
	Supervisor (1)	3.67	[Bar chart showing supervisor rating at 3.67]				
	Direct Reports (3)	4.00	[Bar chart showing direct reports rating at 4.00]				
	Peers (3)	4.50	[Bar chart showing peers rating at 4.50]				
	Overall (7)	4.17	[Bar chart showing overall rating at 4.17]				
Partnering	Self (1)	3.33	[Bar chart showing self-rating at 3.33]				
	Supervisor (1)	4.00	[Bar chart showing supervisor rating at 4.00]				
	Direct Reports (4)	4.08	[Bar chart showing direct reports rating at 4.08]				
	Peers (5)	3.80	[Bar chart showing peers rating at 3.80]				
	Overall (10)	3.93	[Bar chart showing overall rating at 3.93]				
Political Savvy	Self (1)	2.67	[Bar chart showing self-rating at 2.67]				
	Supervisor (1)	3.33	[Bar chart showing supervisor rating at 3.33]				
	Direct Reports (4)	3.92	[Bar chart showing direct reports rating at 3.92]				
	Peers (5)	3.73	[Bar chart showing peers rating at 3.73]				
	Overall (10)	3.77	[Bar chart showing overall rating at 3.77]				
Influencing/Negotiating	Self (1)	3.67	[Bar chart showing self-rating at 3.67]				
	Supervisor (1)	4.00	[Bar chart showing supervisor rating at 4.00]				
	Direct Reports (3)	3.89	[Bar chart showing direct reports rating at 3.89]				
	Peers (4)	3.83	[Bar chart showing peers rating at 3.83]				
	Overall (8)	3.88	[Bar chart showing overall rating at 3.88]				

Range from Low to High



Strategic 360

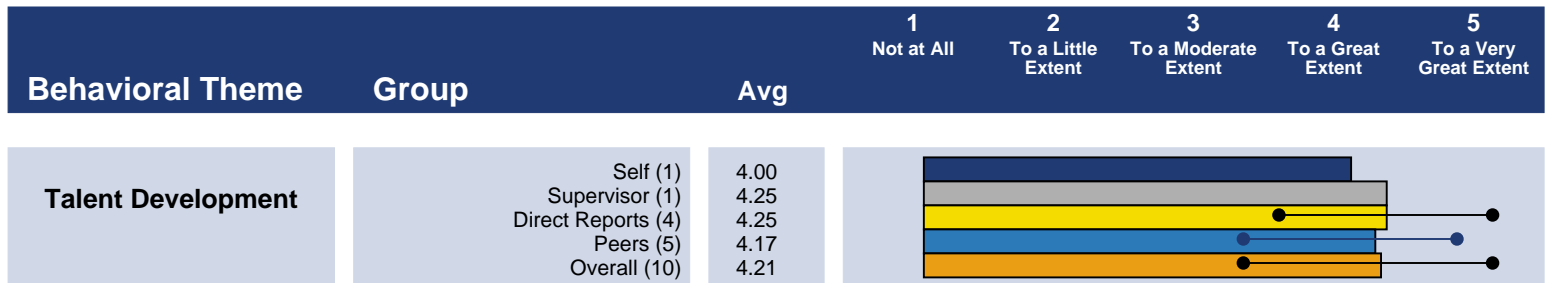
Highest/Lowest Behaviors

HIGHEST RATED BEHAVIORS			
Supervisor	Direct Reports	Peers	Overall
4. Gives direct reports praise and recognition when they have performed well. 5	5. Provides constructive feedback that focuses on actions and not personal worth. 4.75	Leveraging Diversity: 47. Respects cultural, religious, gender, and racial differences 4.6	Customer Service: 68. Promotes the use of good customer service techniques 4.56
7. Encourages ethical behavior 5	Problem Solving: 75. Takes the initiative to solve problems affecting the work of the ... 4.75	Customer Service: 68. Promotes the use of good customer service techniques 4.5	Accountability: 60. Protects the privacy of employees, customers, and members of the public 4.5
Talent Development: 9. Provides others with a big picture view of their work. 5	Technical Credibility: 78. Demonstrates technical expertise in area of responsibility 4.75	1. Reacts promptly in dealing with employee performance issues. 4.4	4. Gives direct reports praise and recognition when they have performed well. 4.4
Problem Solving and Decision Making: 15. Persists in efforts to solve problems until satisfactory ... 5	Accountability: 60. Protects the privacy of employees, customers, and members of the public 4.67	2. Gives direct reports an honest chance to express their point of view when discussing ... 4.4	7. Encourages ethical behavior 4.4
Problem Solving and Decision Making: 16. Develops contingency plans in case his/her ... 5	Talent Development: 8. Actively supports direct reports in their self development efforts. 4.5	4. Gives direct reports praise and recognition when they have performed well. 4.4	Talent Development: 9. Provides others with a big picture view of their work. 4.4

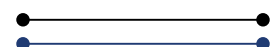
LOWEST RATED BEHAVIORS			
Supervisor	Direct Reports	Peers	Overall
5. Provides constructive feedback that focuses on actions and not personal worth. 3	Accountability: 63. Sets challenging but realistic deadlines for completing work 3	13. Makes convincing oral presentations 2.8	Decisiveness: 71. Makes decisions that keep projects moving toward completion 3.1
13. Makes convincing oral presentations 3	Financial Management: 84. Prepares and justifies a budget that meets program needs 3	Decisiveness: 71. Makes decisions that keep projects moving toward completion 2.8	Accountability: 63. Sets challenging but realistic deadlines for completing work 3.2
19. Writes convincingly for different audiences 3	Vision: 42. Promotes change consistent with the organization's vision 3.25	Creativity and Innovation: 27. Thinks "outside the box" to improve products, services, and ... 3.2	13. Makes convincing oral presentations 3.3
External Awareness: 29. Monitors political and economic trends that may affect the ... 3	Human Capital Management: 85. Recognizes employees for doing good work 3.25	Accountability: 63. Sets challenging but realistic deadlines for completing work 3.2	Accountability: 64. Achieves results within set time frames 3.33
Flexibility: 33. Changes priorities, when necessary, as situations change 3	Accountability: 64. Achieves results within set time frames 3.33	Entrepreneurship: 74. Takes calculated risks to accomplish organizational goals 3.2	External Awareness: 29. Monitors political and economic trends that may affect the ... 3.43

Strategic 360

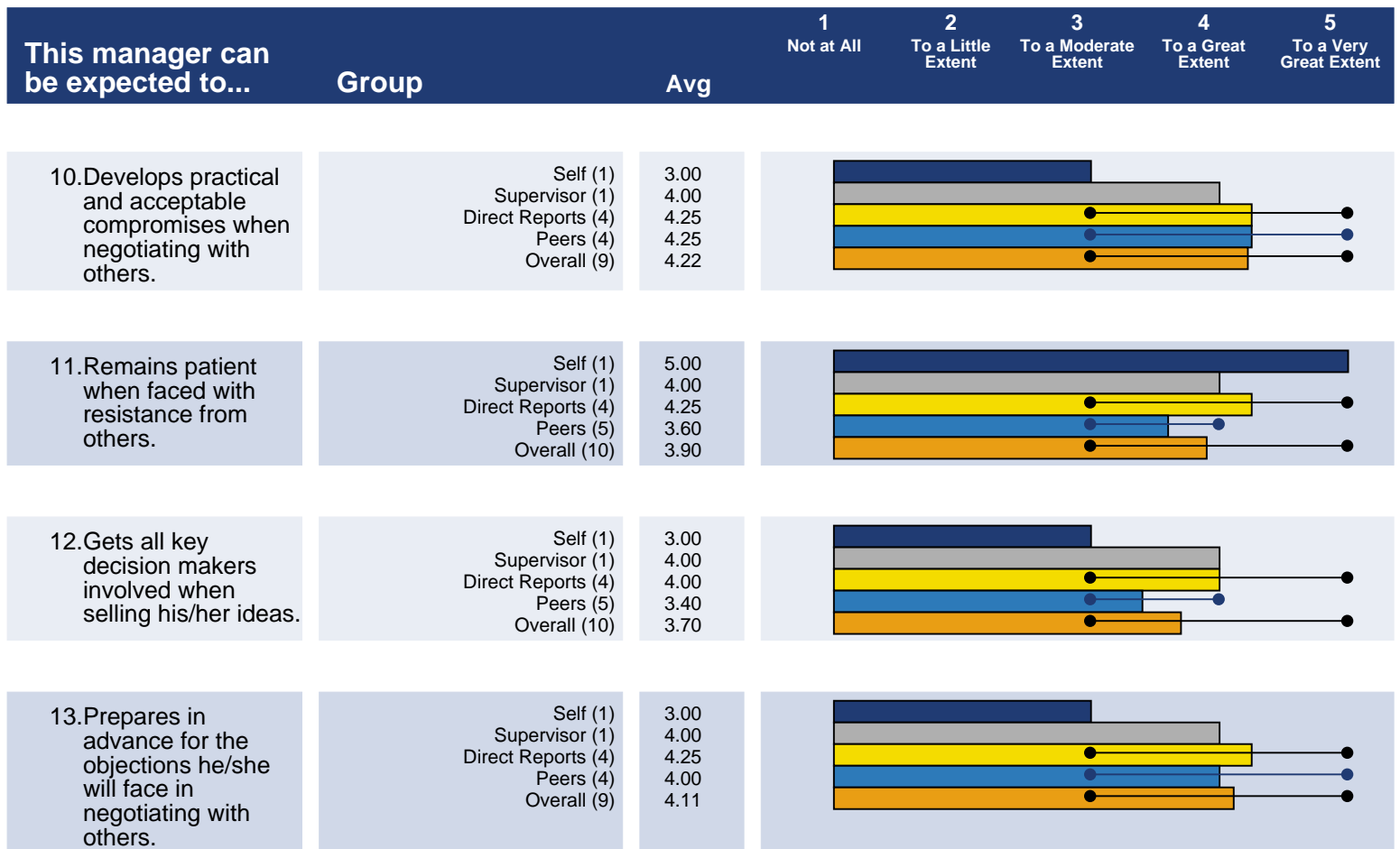
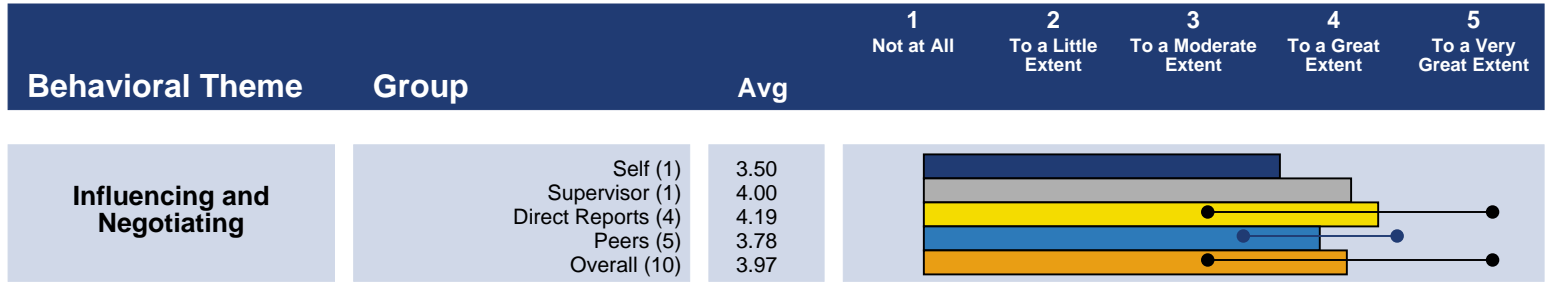
Talent Development



Range from Low to High



Influencing and Negotiating

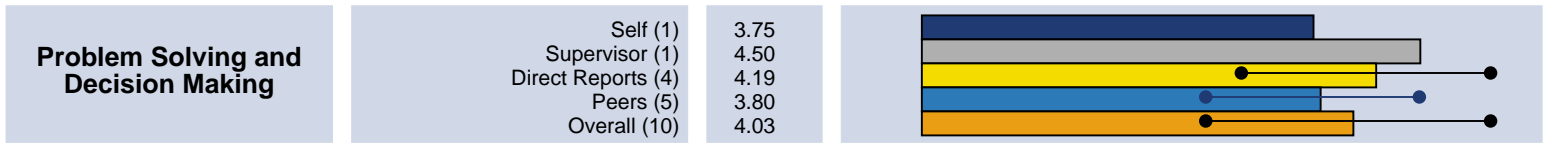


Range from Low to High

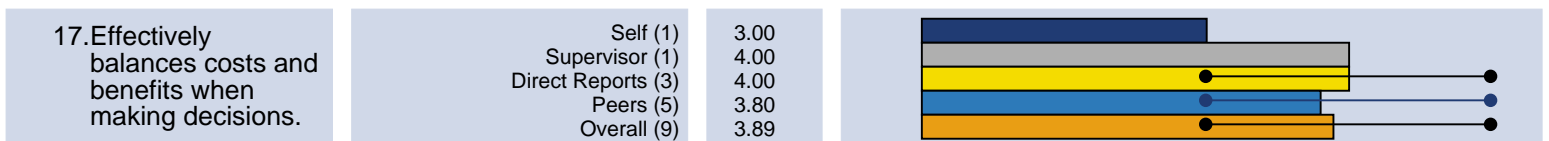
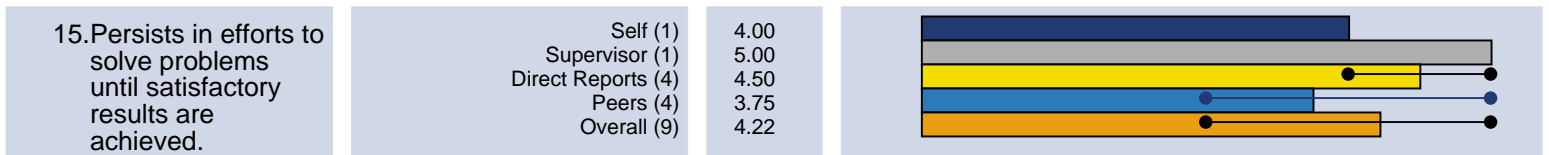


Problem Solving and Decision Making

Behavioral Theme	Group	Avg	1 Not at All	2 To a Little Extent	3 To a Moderate Extent	4 To a Great Extent	5 To a Very Great Extent
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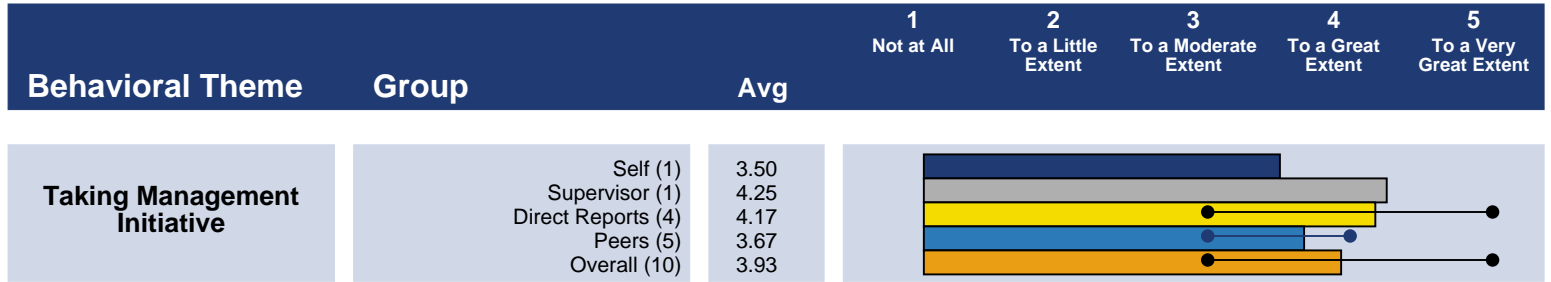
This manager can be expected to...	Group	Avg	1 Not at All	2 To a Little Extent	3 To a Moderate Extent	4 To a Great Extent	5 To a Very Great Extent
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Range from Low to High



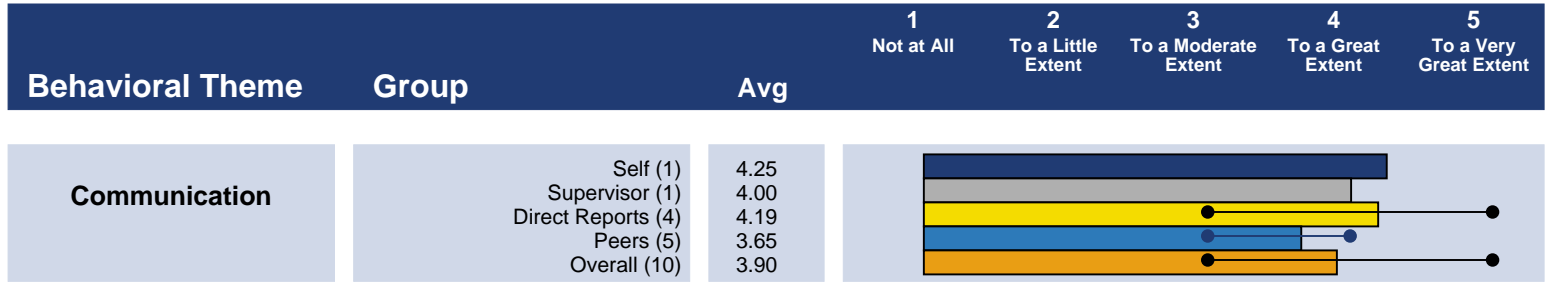
Taking Management Initiative



Range from Low to High



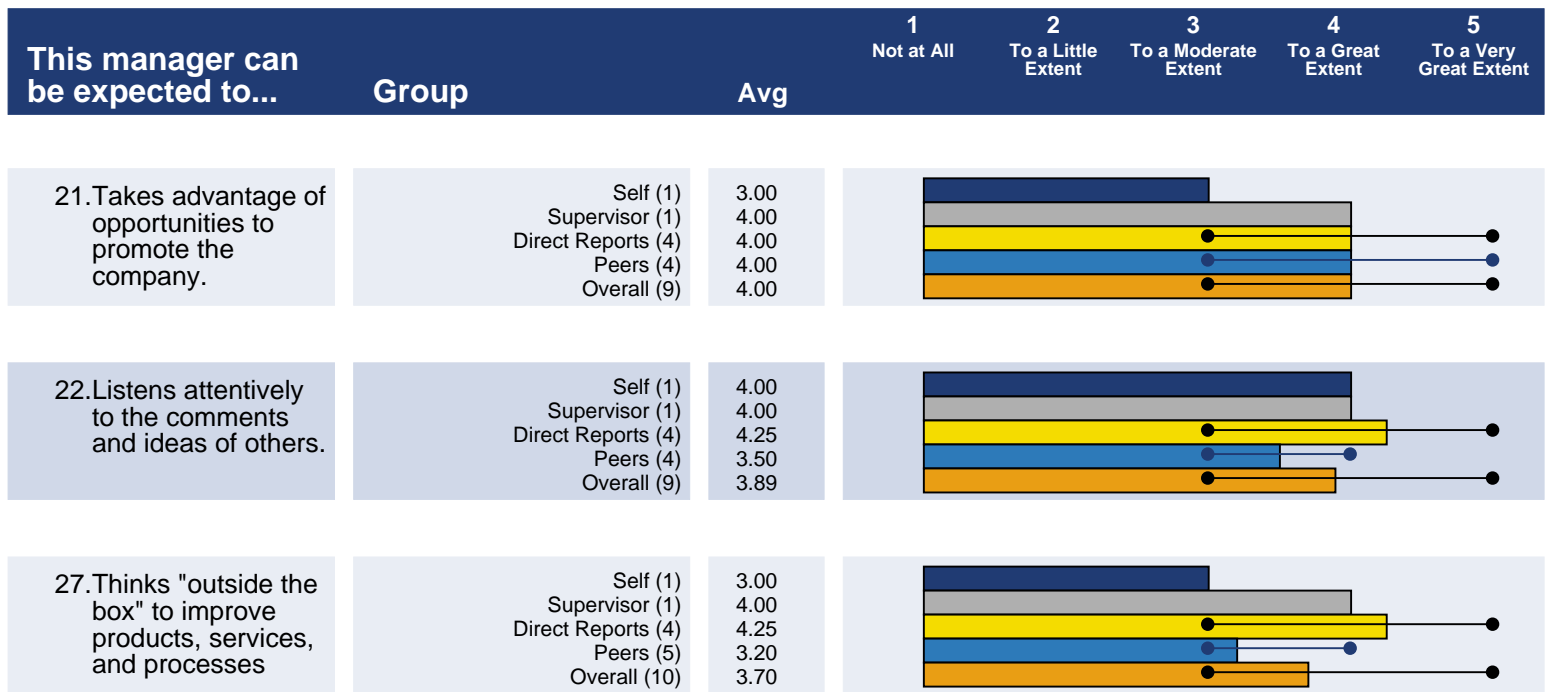
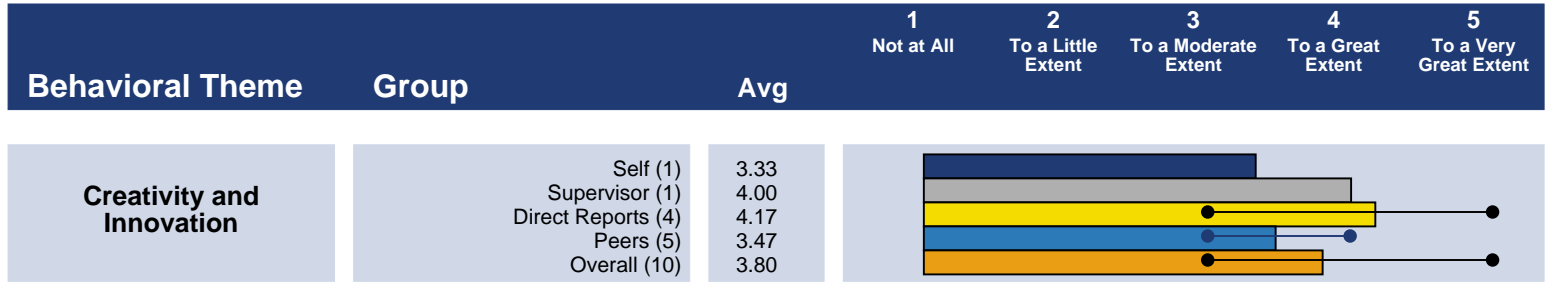
Communication



Range from Low to High



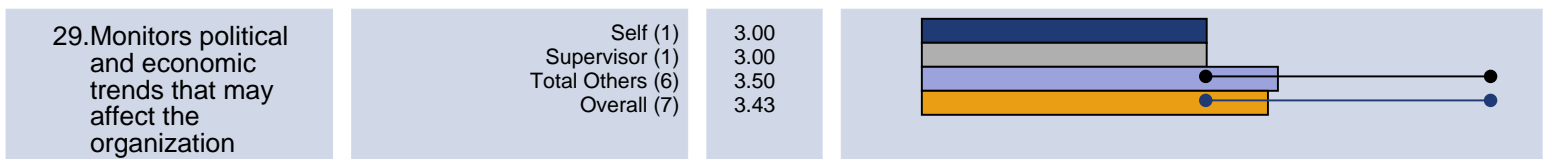
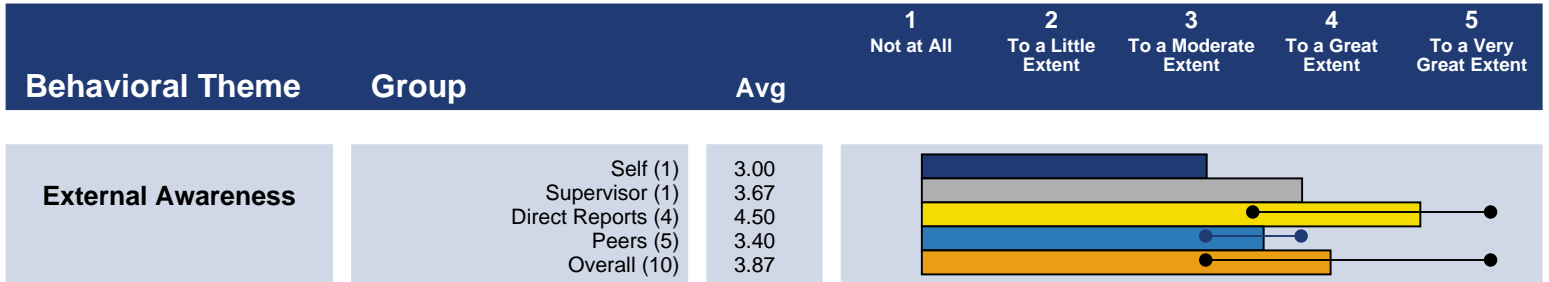
Creativity and Innovation



Range from Low to High



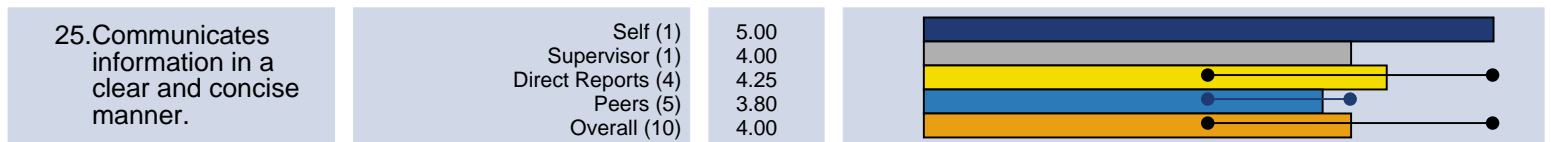
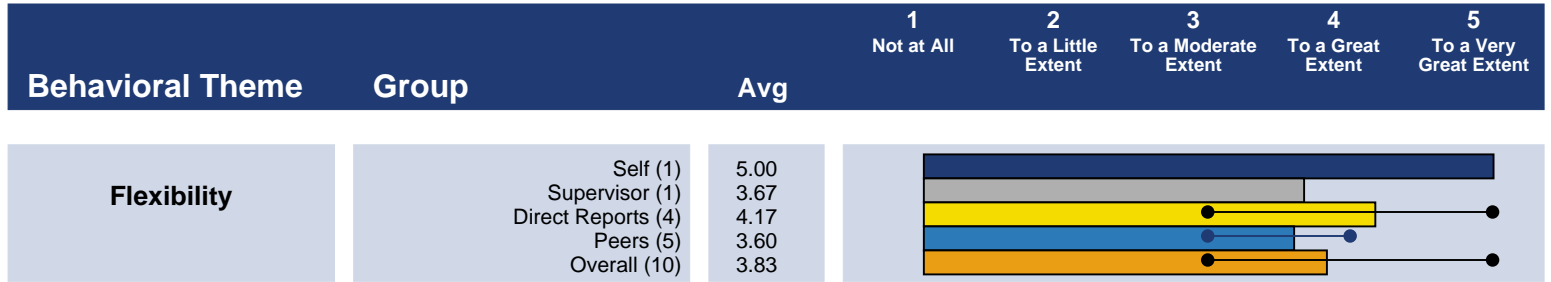
External Awareness



Range from Low to High



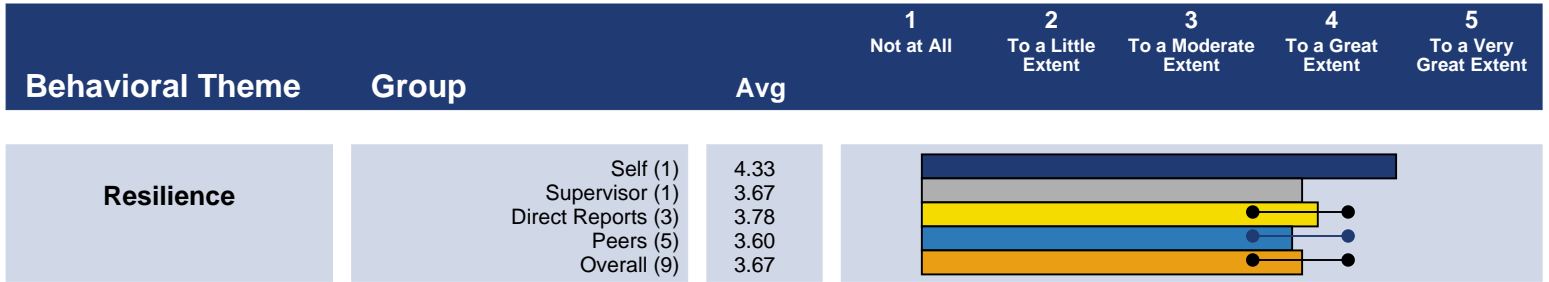
Flexibility



Range from Low to High



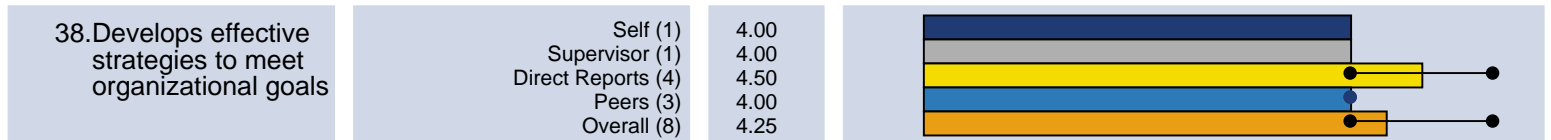
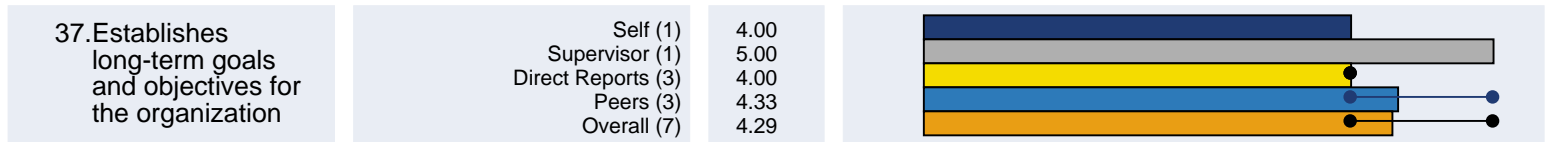
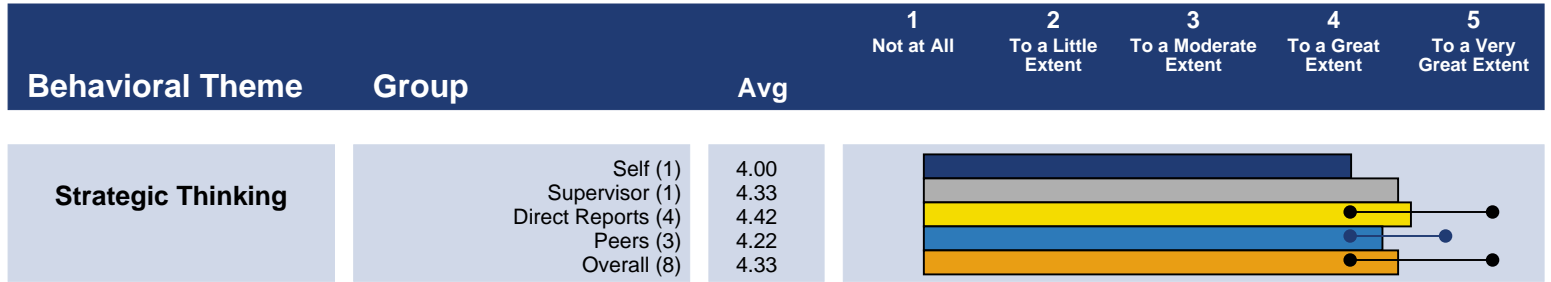
Resilience



Range from Low to High



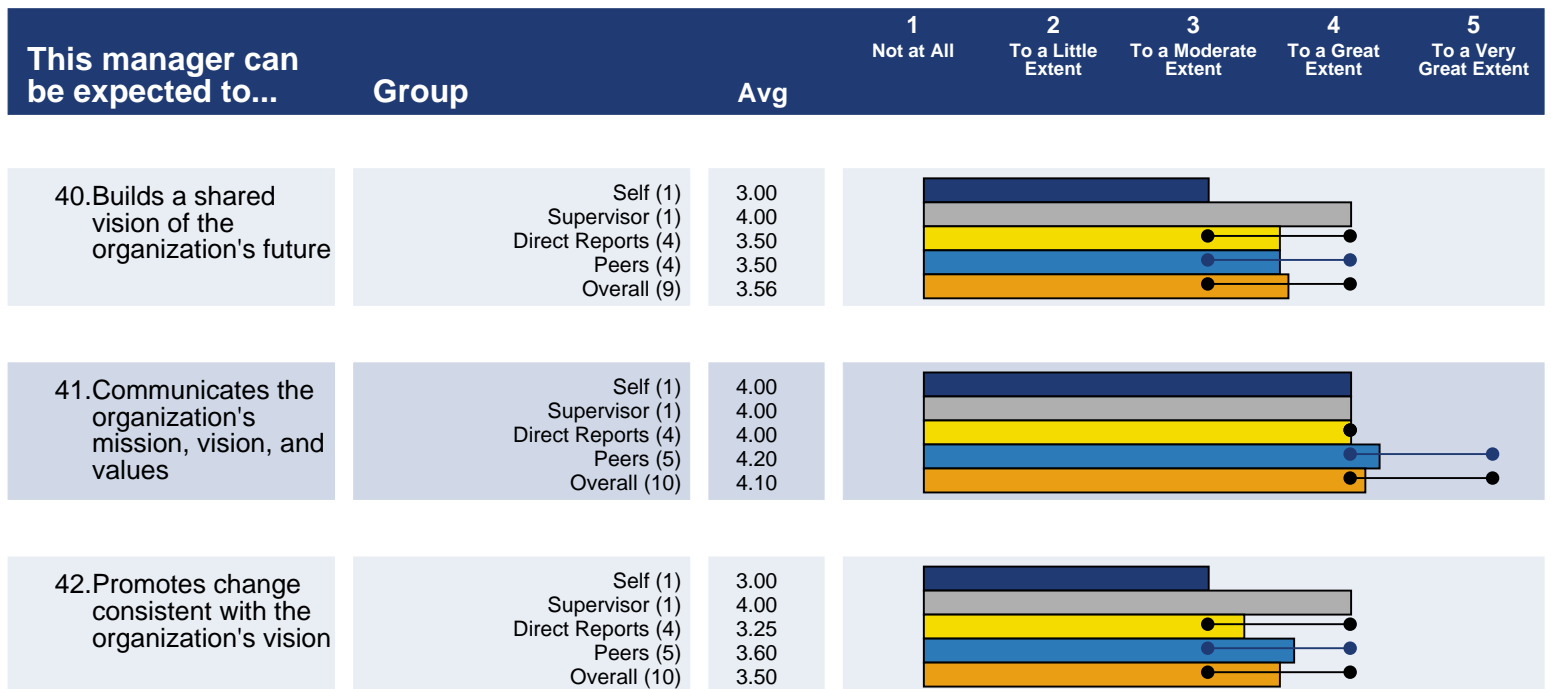
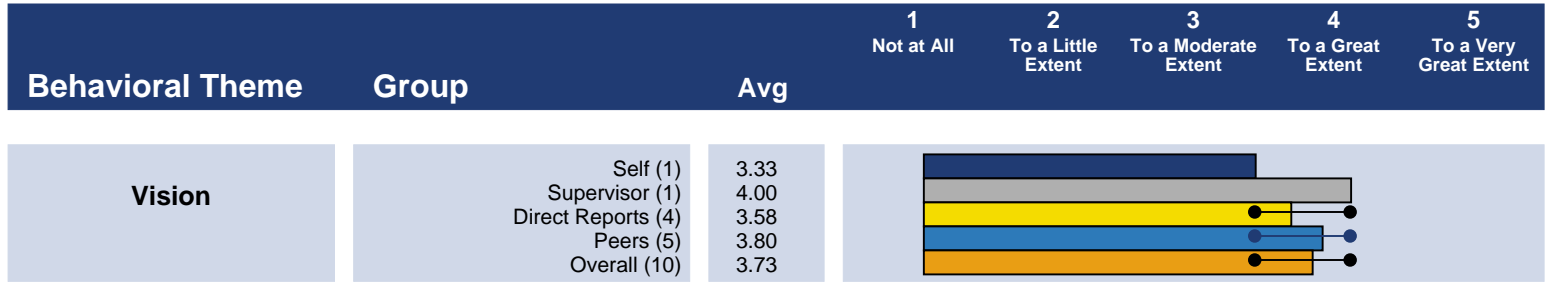
Strategic Thinking



Range from Low to High



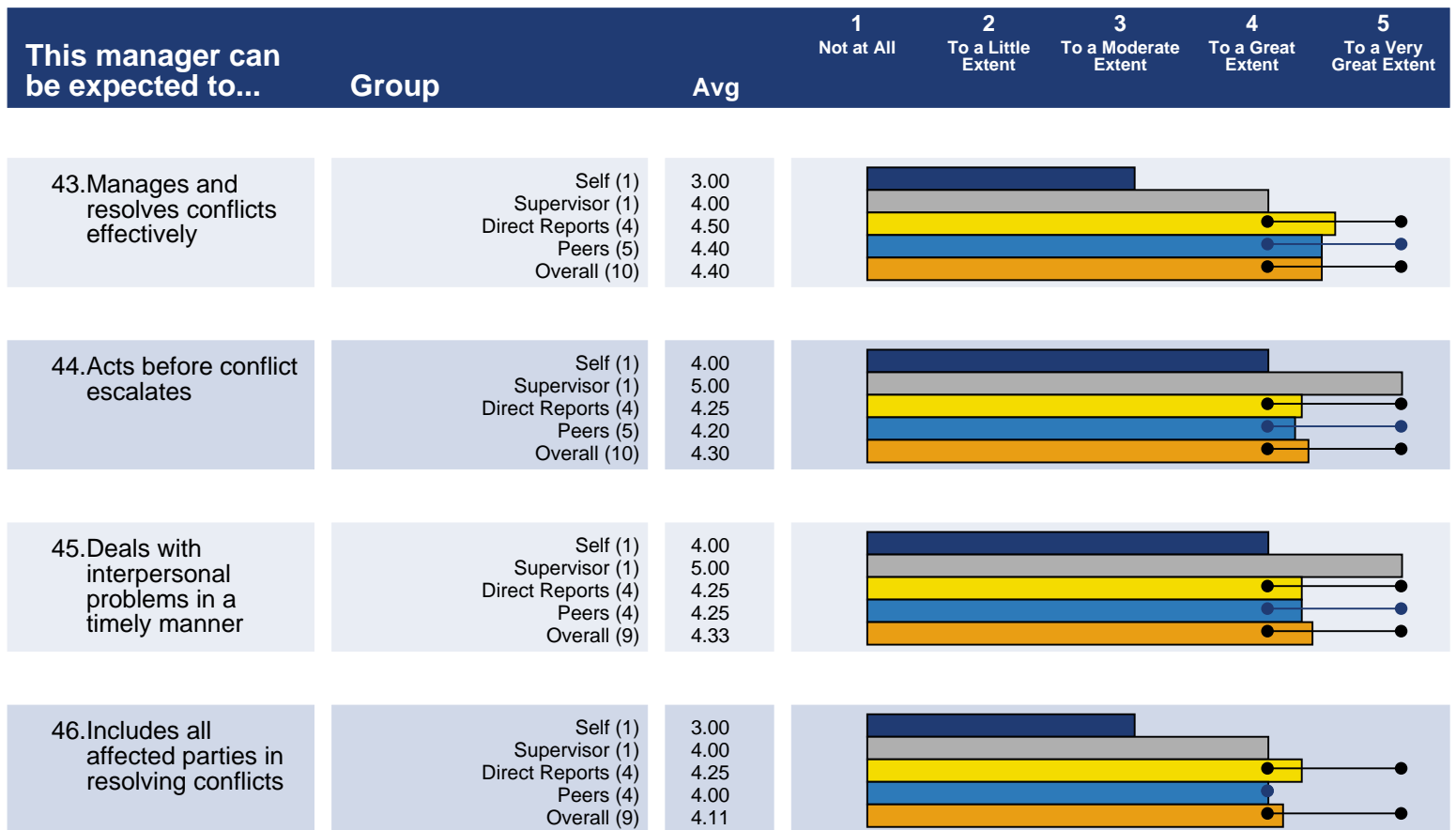
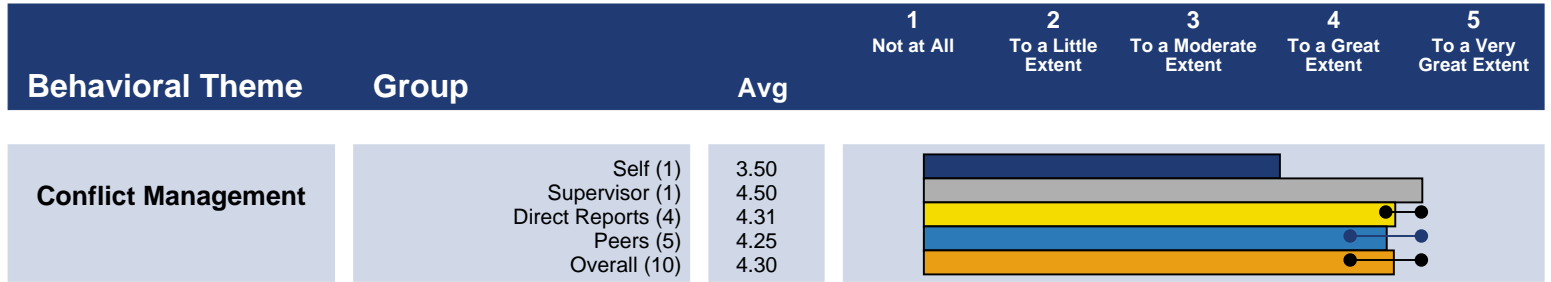
Vision



Range from Low to High



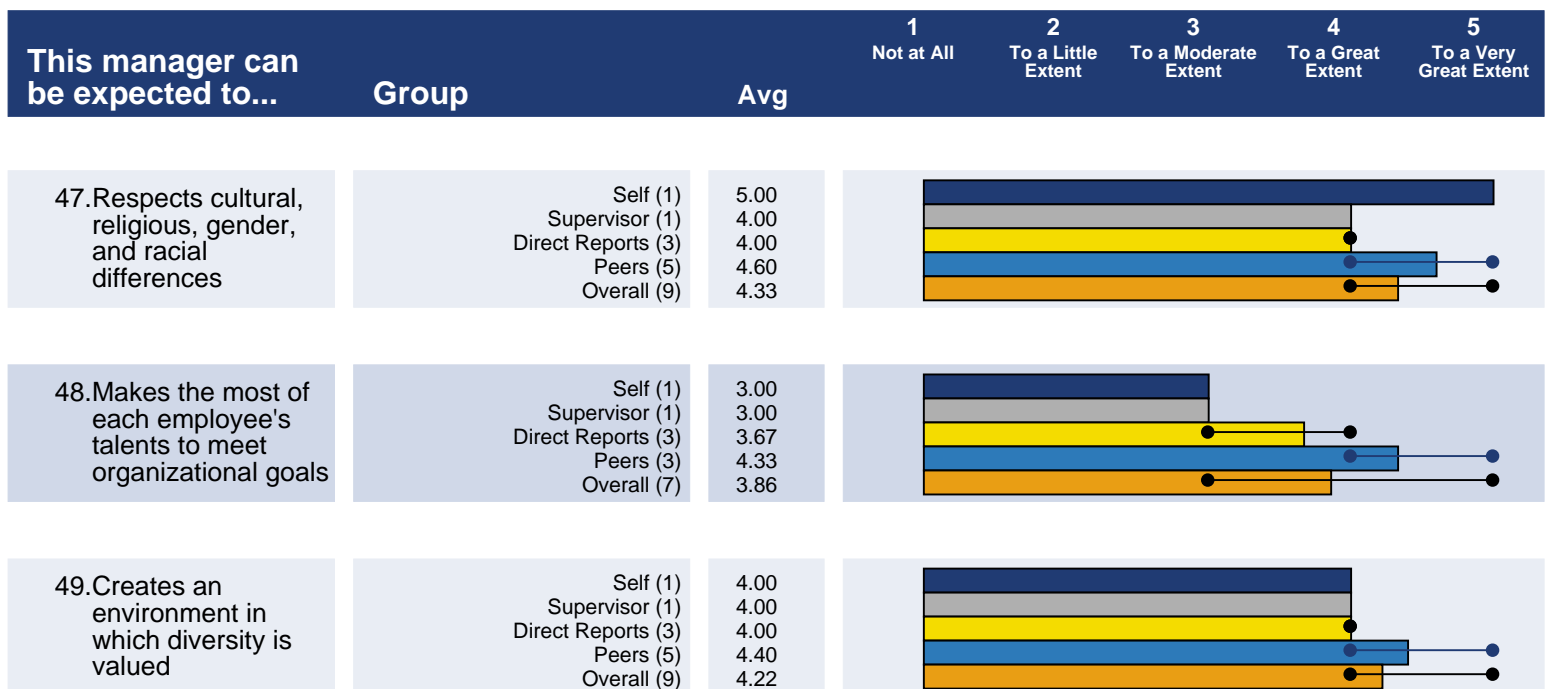
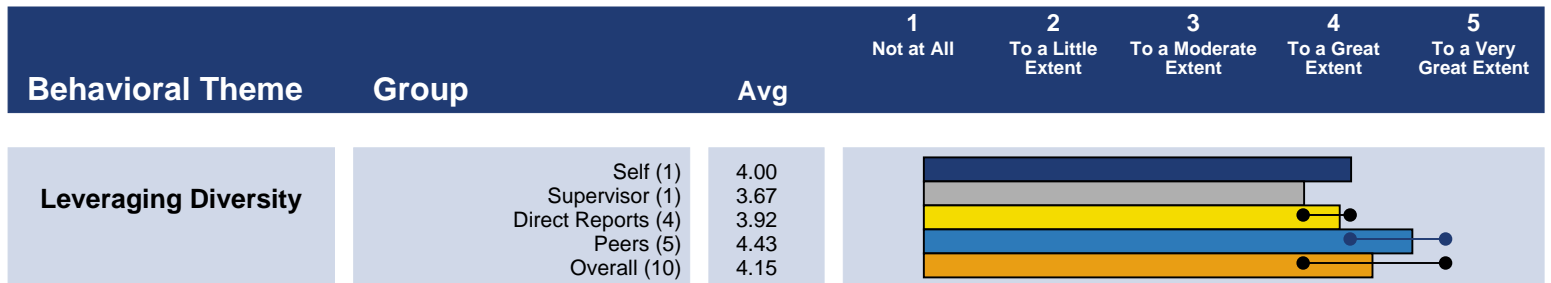
Conflict Management



Range from Low to High



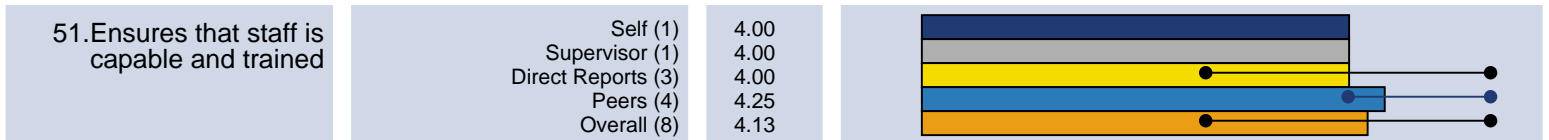
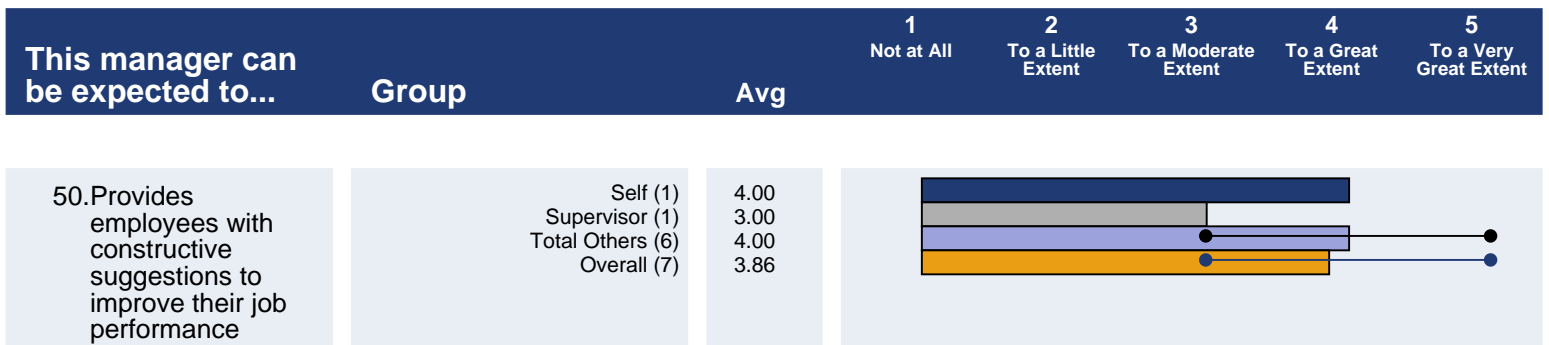
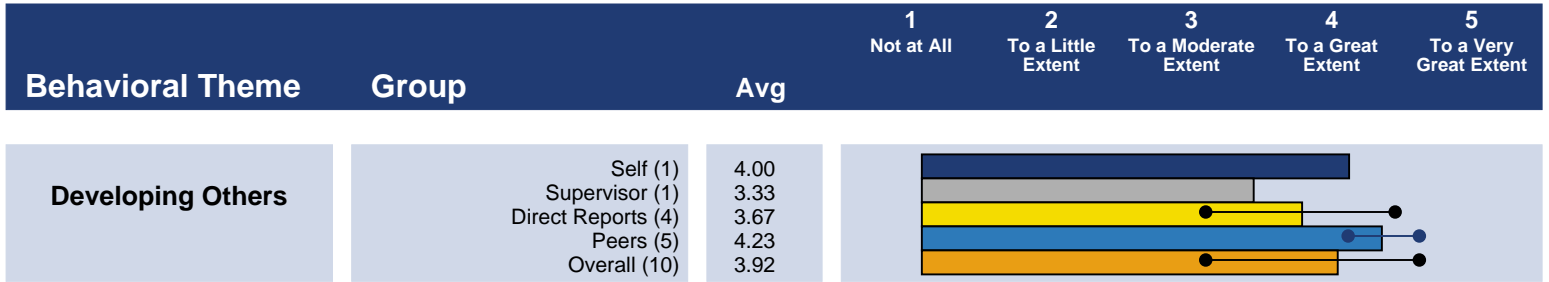
Leveraging Diversity



Range from Low to High



Developing Others



Range from Low to High



Team Building

Behavioral Theme	Group	Avg	1 Not at All	2 To a Little Extent	3 To a Moderate Extent	4 To a Great Extent	5 To a Very Great Extent
Team Building	Self (1)	3.67	[Bar chart showing score 3.67]				
	Supervisor (1)	4.17	[Bar chart showing score 4.17]				
	Direct Reports (4)	4.13	[Bar chart showing score 4.13]				
	Peers (5)	4.20	[Bar chart showing score 4.20]				
	Overall (10)	4.17	[Bar chart showing score 4.17]				
This manager can be expected to...	Self (1)	4.00	[Bar chart showing score 4.00]				
	Supervisor (1)	5.00	[Bar chart showing score 5.00]				
	Direct Reports (4)	4.25	[Bar chart showing score 4.25]				
	Peers (5)	4.20	[Bar chart showing score 4.20]				
	Overall (10)	4.30	[Bar chart showing score 4.30]				
53. Creates an atmosphere of cooperation among team members	Self (1)	4.00	[Bar chart showing score 4.00]				
	Supervisor (1)	5.00	[Bar chart showing score 5.00]				
	Direct Reports (4)	4.25	[Bar chart showing score 4.25]				
	Peers (5)	4.20	[Bar chart showing score 4.20]				
	Overall (10)	4.30	[Bar chart showing score 4.30]				
54. Inspires pride and team spirit among team members	Self (1)	4.00	[Bar chart showing score 4.00]				
	Supervisor (1)	4.00	[Bar chart showing score 4.00]				
	Direct Reports (4)	4.25	[Bar chart showing score 4.25]				
	Peers (5)	4.20	[Bar chart showing score 4.20]				
	Overall (10)	4.20	[Bar chart showing score 4.20]				
55. Establishes teams when appropriate	Self (1)	4.00	[Bar chart showing score 4.00]				
	Supervisor (1)	4.00	[Bar chart showing score 4.00]				
	Direct Reports (4)	4.25	[Bar chart showing score 4.25]				
	Peers (3)	4.33	[Bar chart showing score 4.33]				
	Overall (8)	4.25	[Bar chart showing score 4.25]				
56. Builds teams of appropriate size and structure to accomplish work goals	Self (1)	4.00	[Bar chart showing score 4.00]				
	Supervisor (1)	4.00	[Bar chart showing score 4.00]				
	Total Others (6)	4.17	[Bar chart showing score 4.17]				
	Overall (7)	4.14	[Bar chart showing score 4.14]				

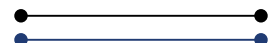
Range from Low to High



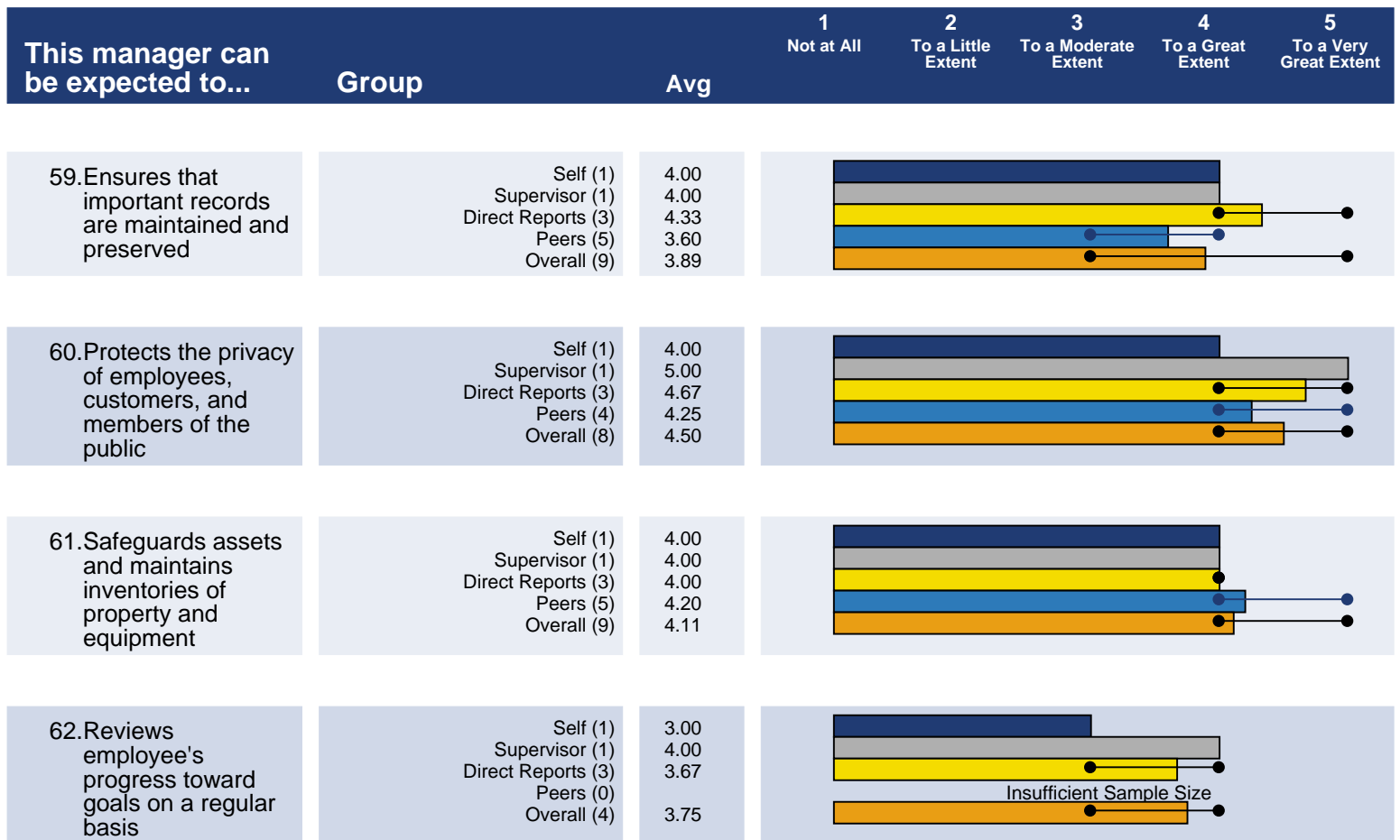
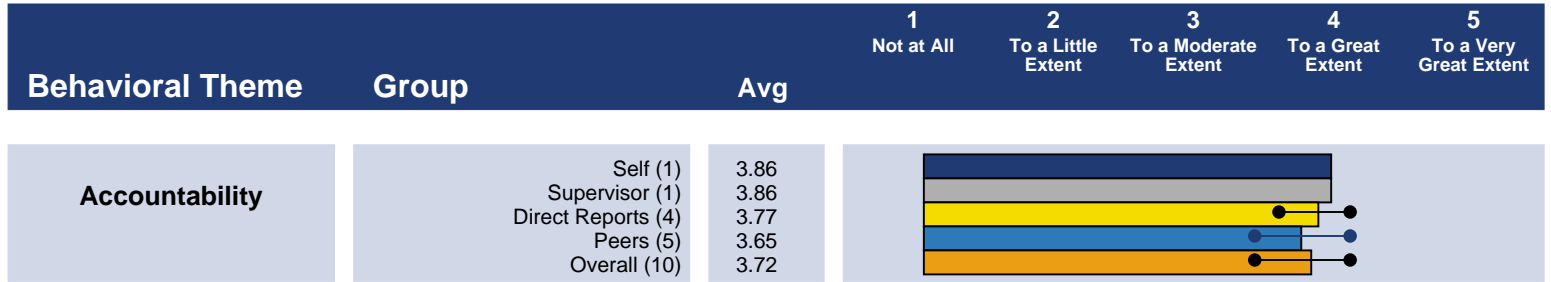
Team Building



Range from Low to High



Accountability



Range from Low to High



Accountability

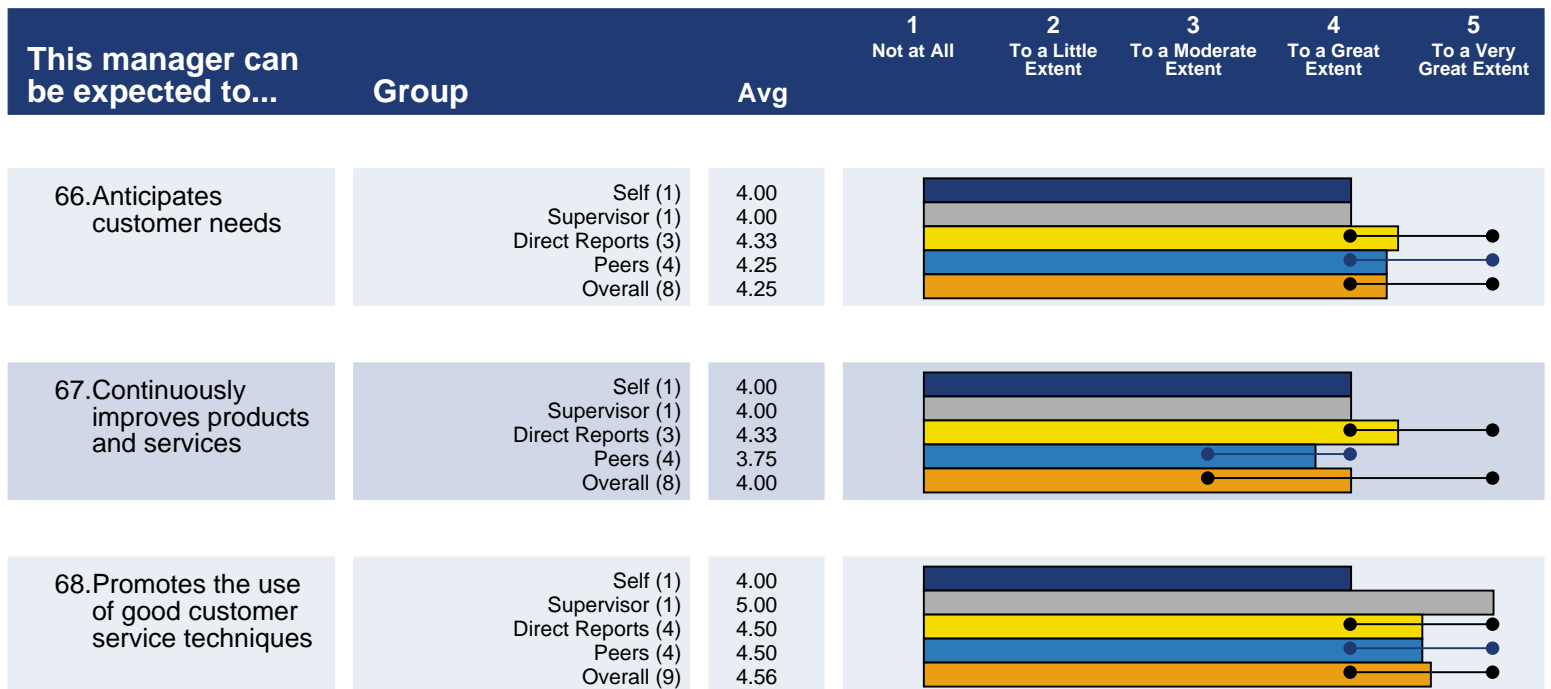
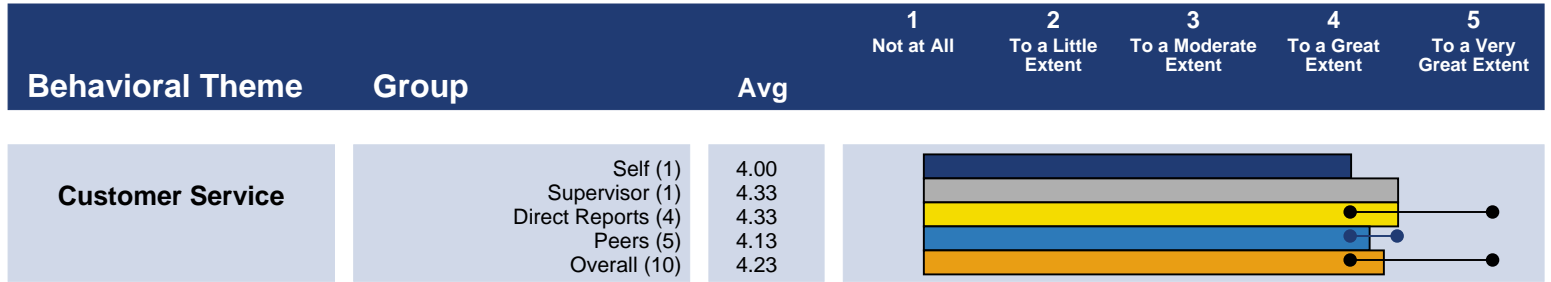
This manager can be expected to...	Group	Avg	Rating Scale				
			1 Not at All	2 To a Little Extent	3 To a Moderate Extent	4 To a Great Extent	5 To a Very Great Extent
63. Sets challenging but realistic deadlines for completing work	Self (1)	4.00	[Bar chart showing 4.00]				
	Supervisor (1)	4.00	[Bar chart showing 4.00]				
	Direct Reports (4)	3.00	[Bar chart showing 3.00]				
	Peers (5)	3.20	[Bar chart showing 3.20]				
	Overall (10)	3.20	[Bar chart showing 3.20]				
64. Achieves results within set time frames	Self (1)	4.00	[Bar chart showing 4.00]				
	Supervisor (1)	3.00	[Bar chart showing 3.00]				
	Direct Reports (3)	3.33	[Bar chart showing 3.33]				
	Peers (5)	3.40	[Bar chart showing 3.40]				
	Overall (9)	3.33	[Bar chart showing 3.33]				
65. Manages time effectively	Self (1)	4.00	[Bar chart showing 4.00]				
	Supervisor (1)	3.00	[Bar chart showing 3.00]				
	Direct Reports (4)	4.00	[Bar chart showing 4.00]				
	Peers (5)	3.40	[Bar chart showing 3.40]				
	Overall (10)	3.60	[Bar chart showing 3.60]				

Range from Low to High



Strategic 360

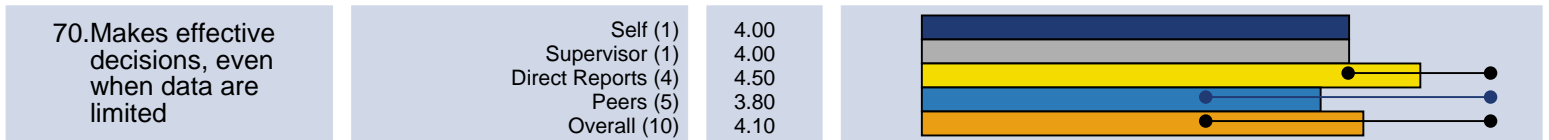
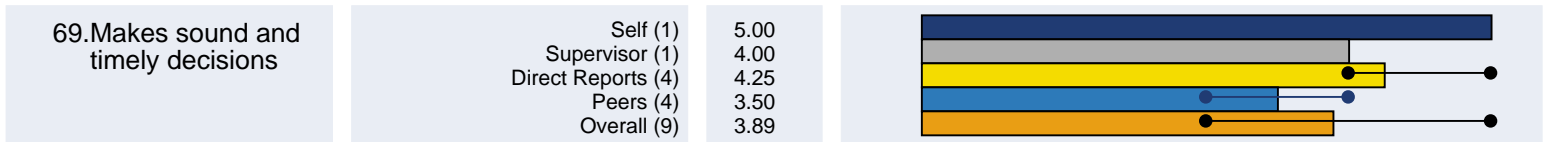
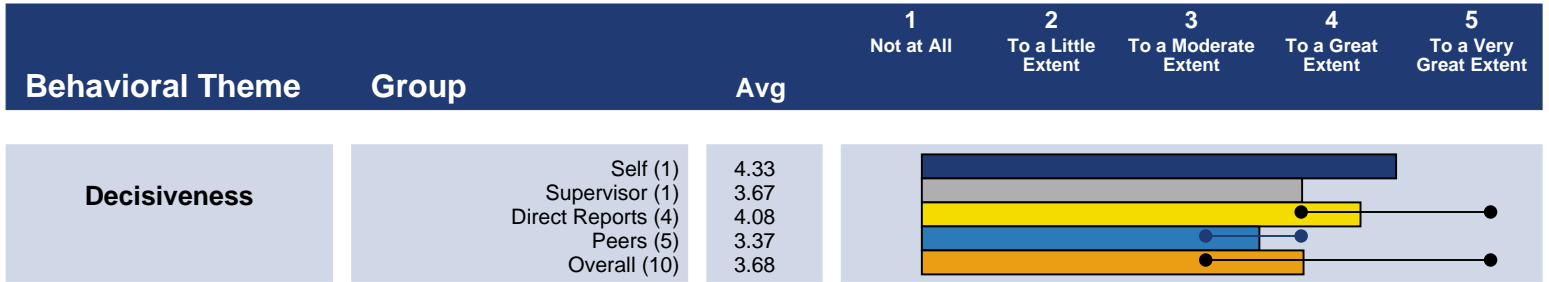
Customer Service



Range from Low to High



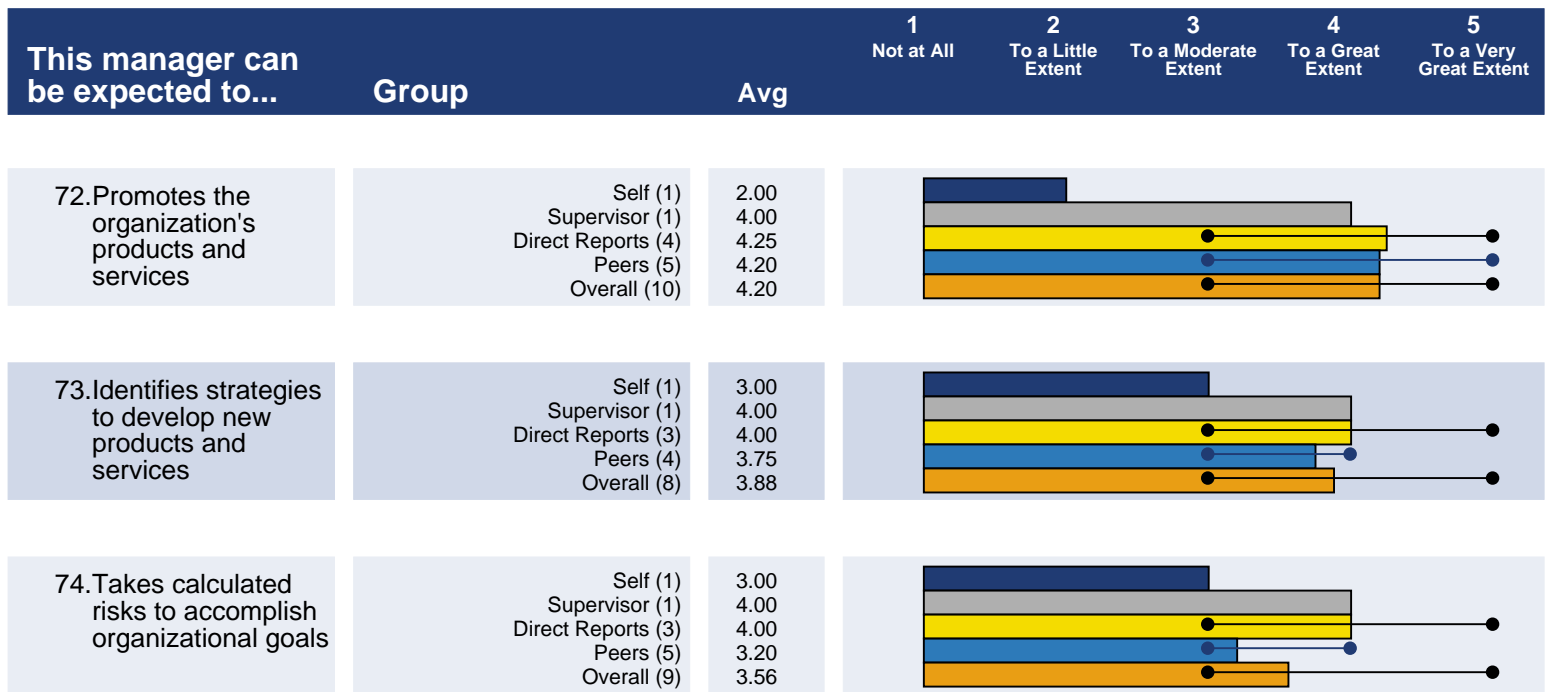
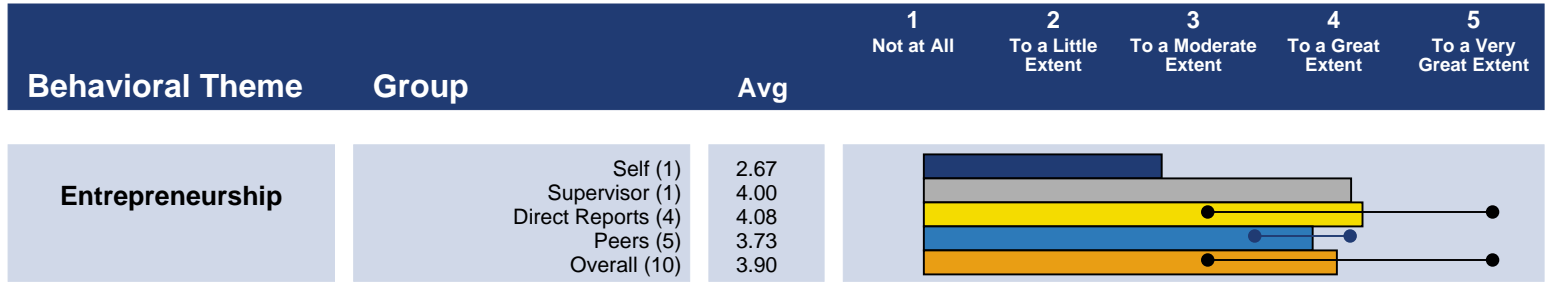
Decisiveness



Range from Low to High



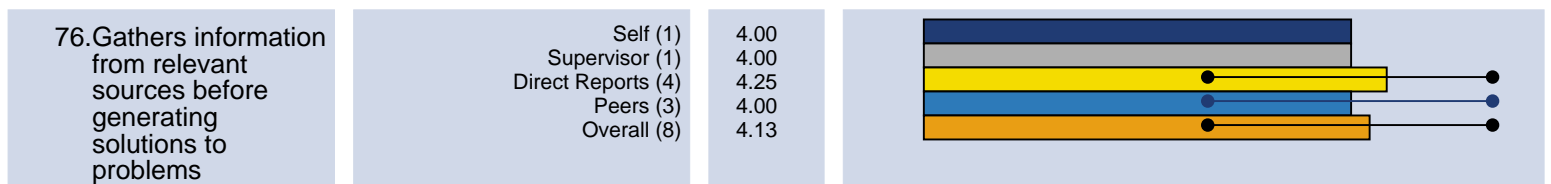
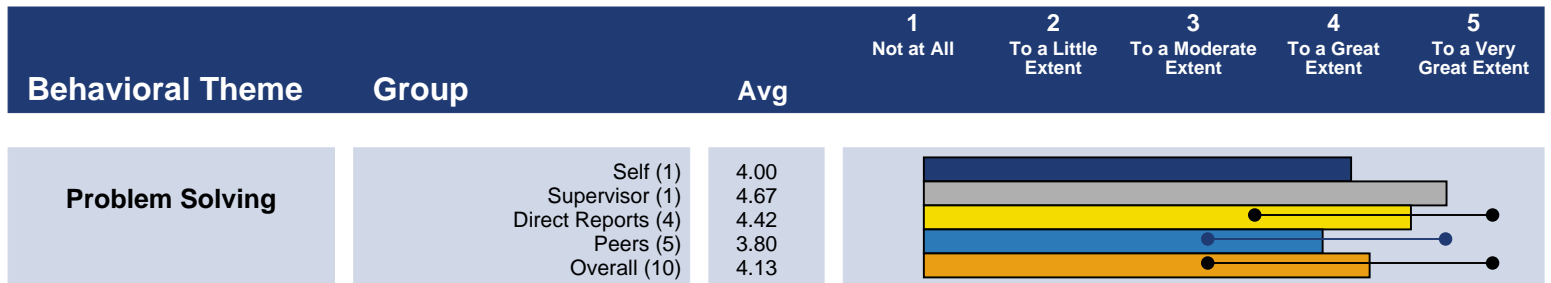
Entrepreneurship



Range from Low to High



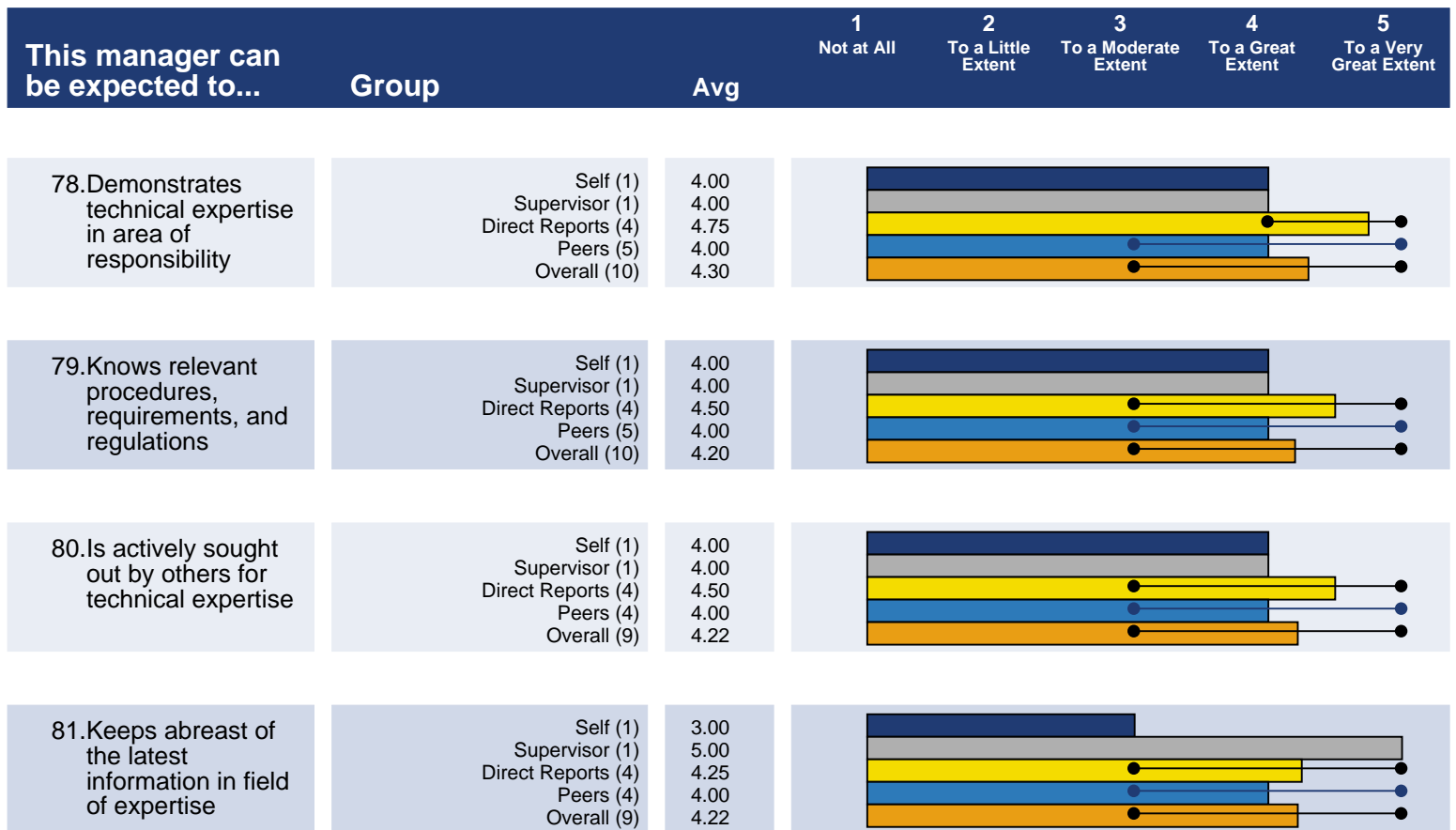
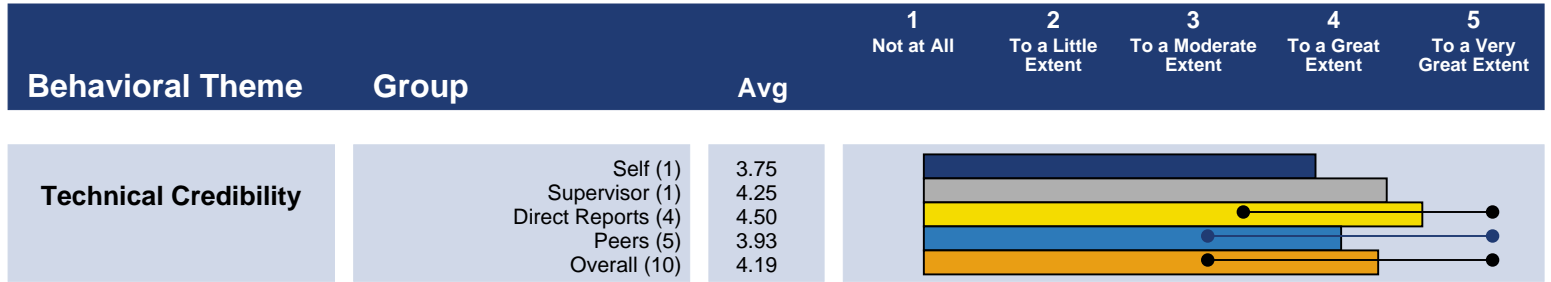
Problem Solving



Range from Low to High



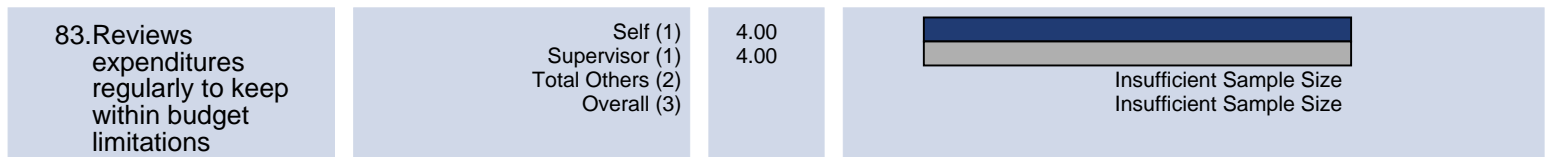
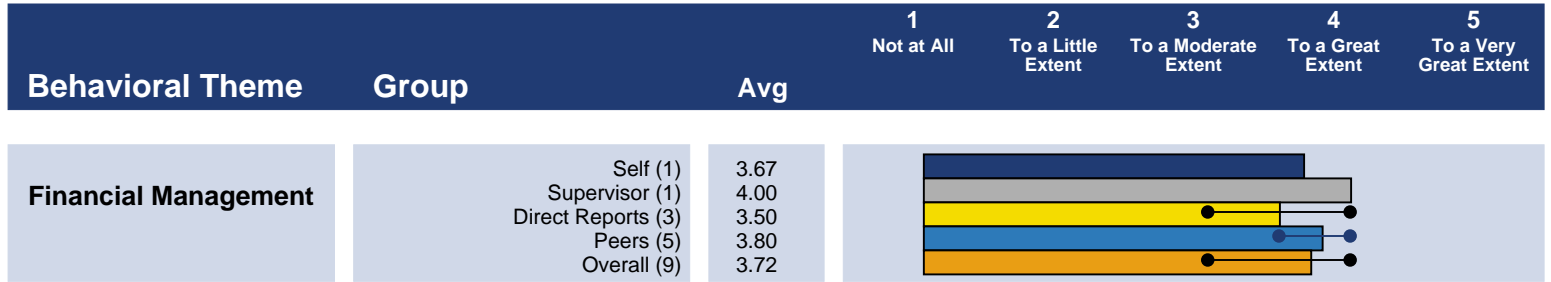
Technical Credibility



Range from Low to High



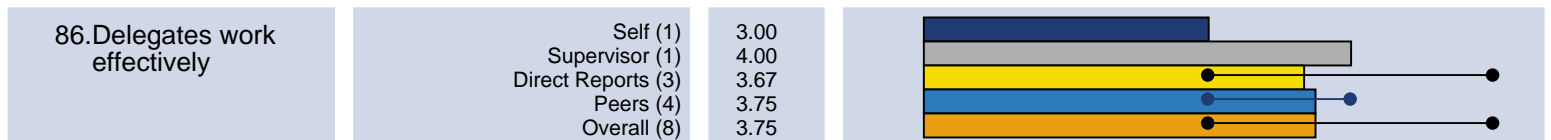
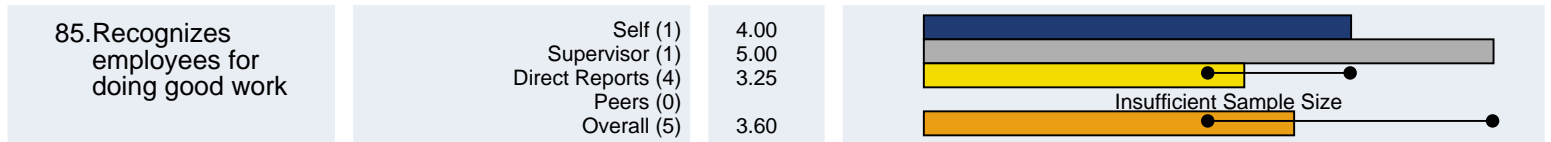
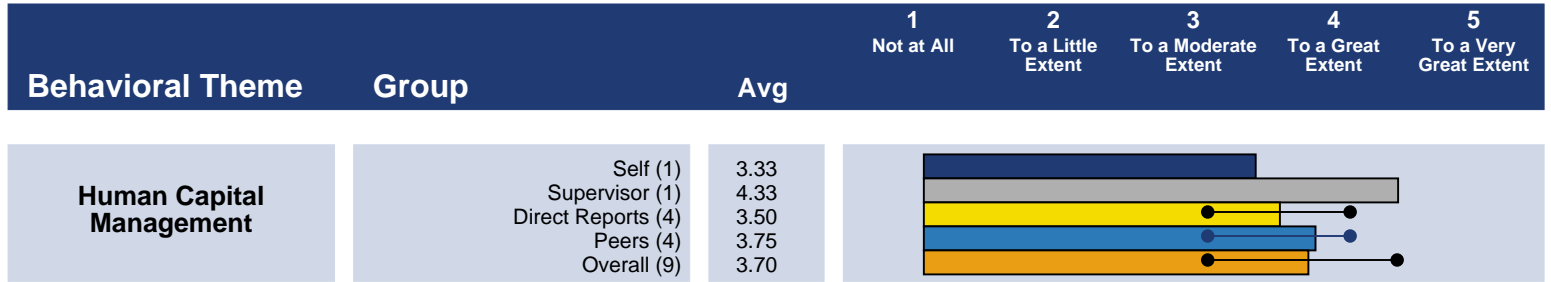
Financial Management



Range from Low to High



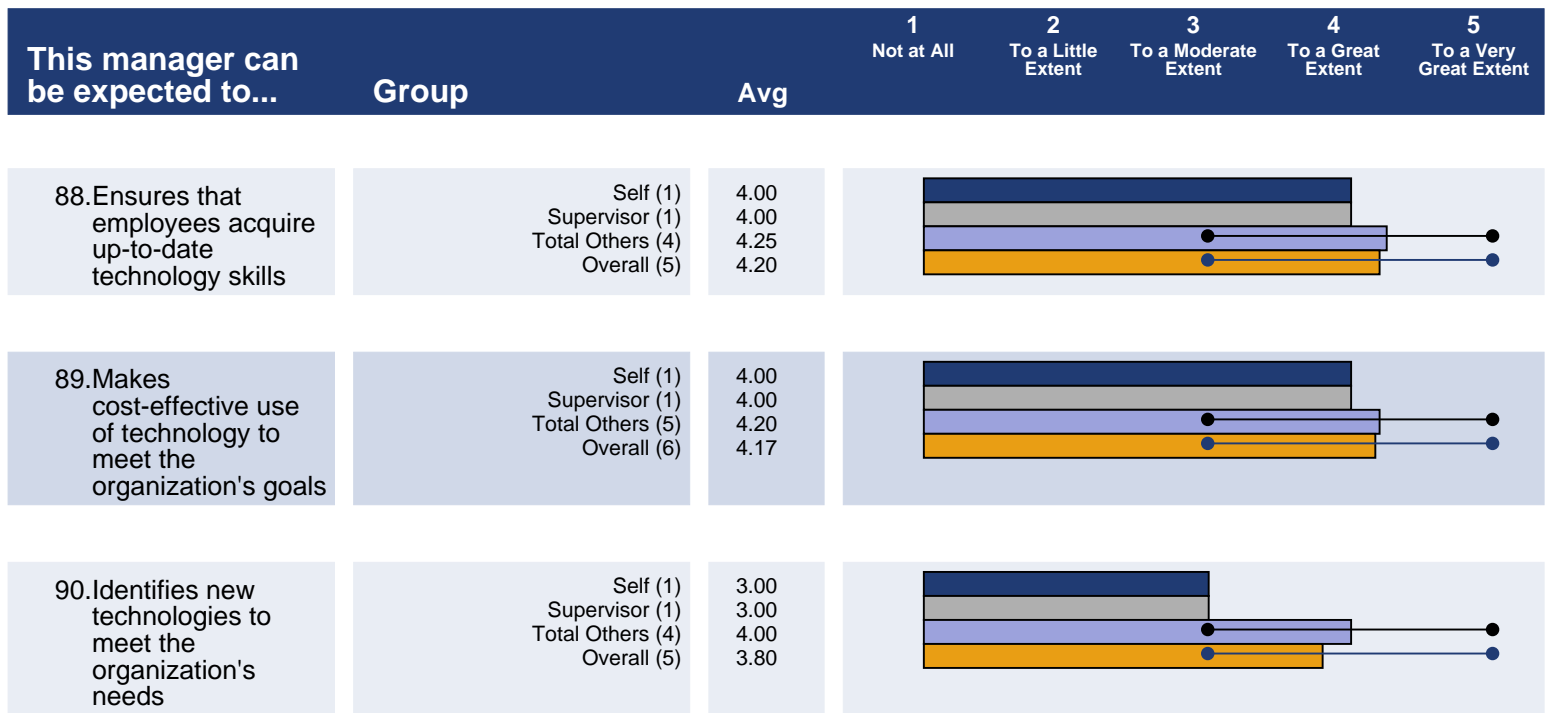
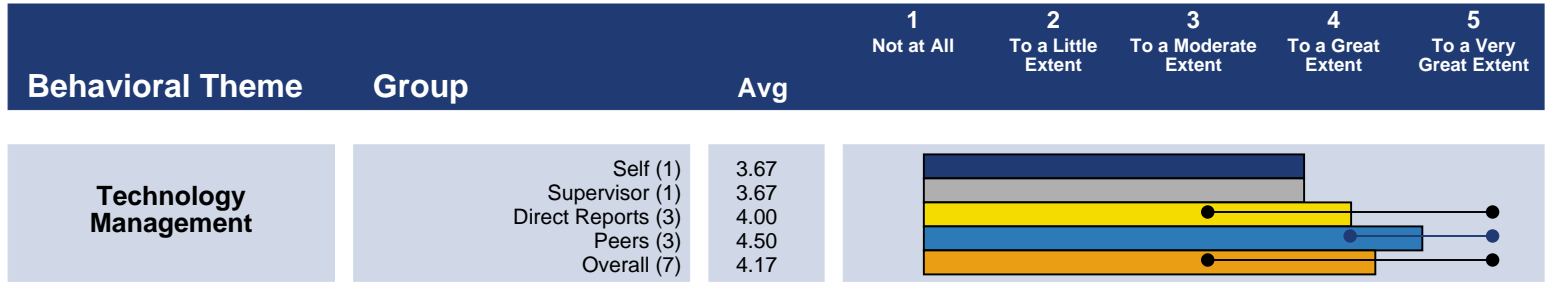
Human Capital Management



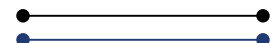
Range from Low to High



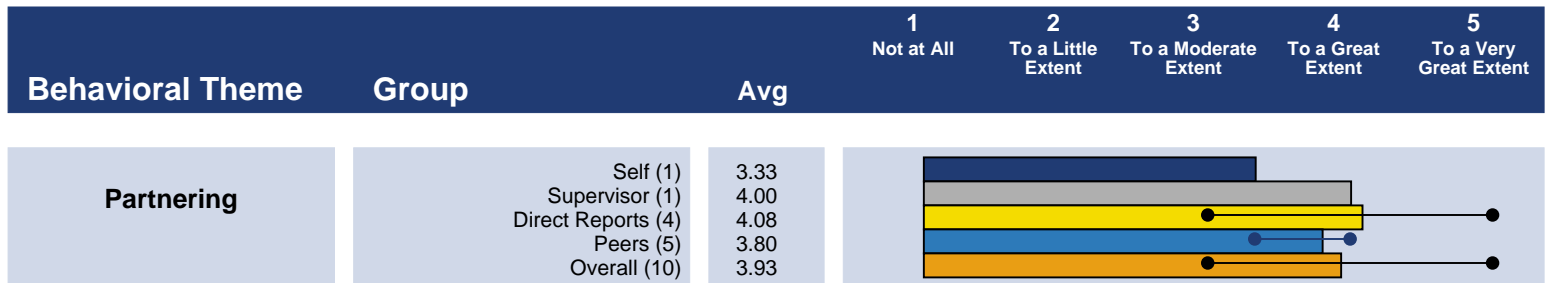
Technology Management



Range from Low to High



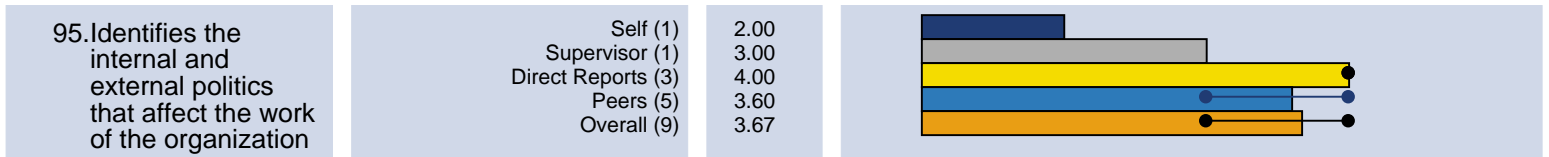
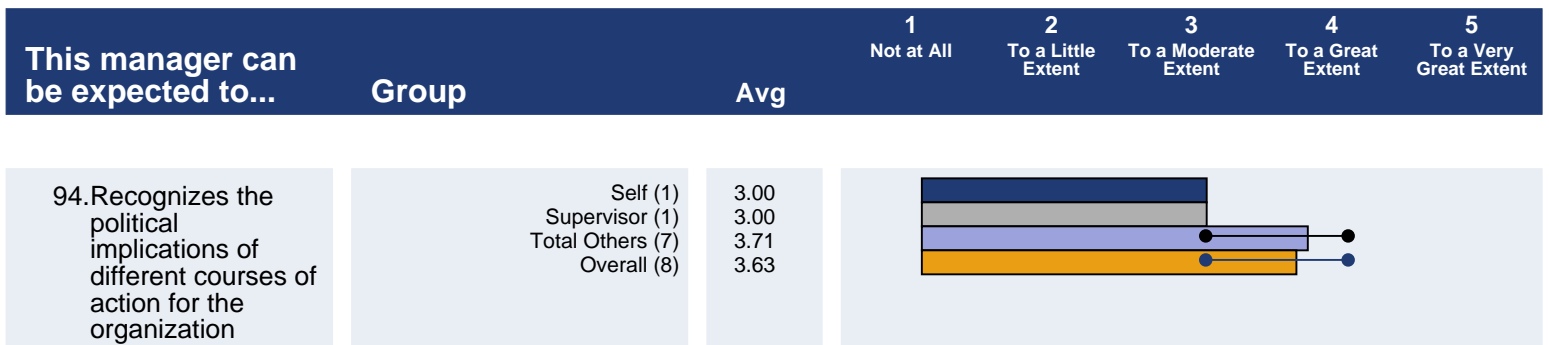
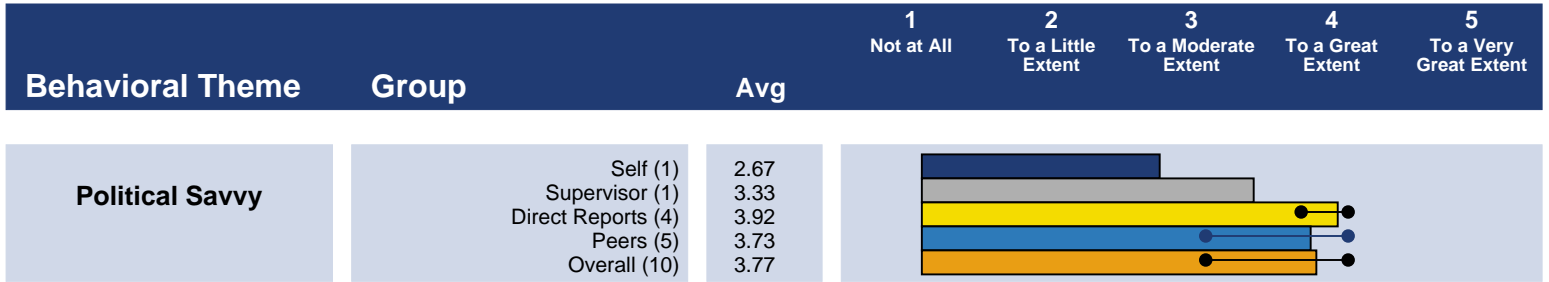
Partnering



Range from Low to High



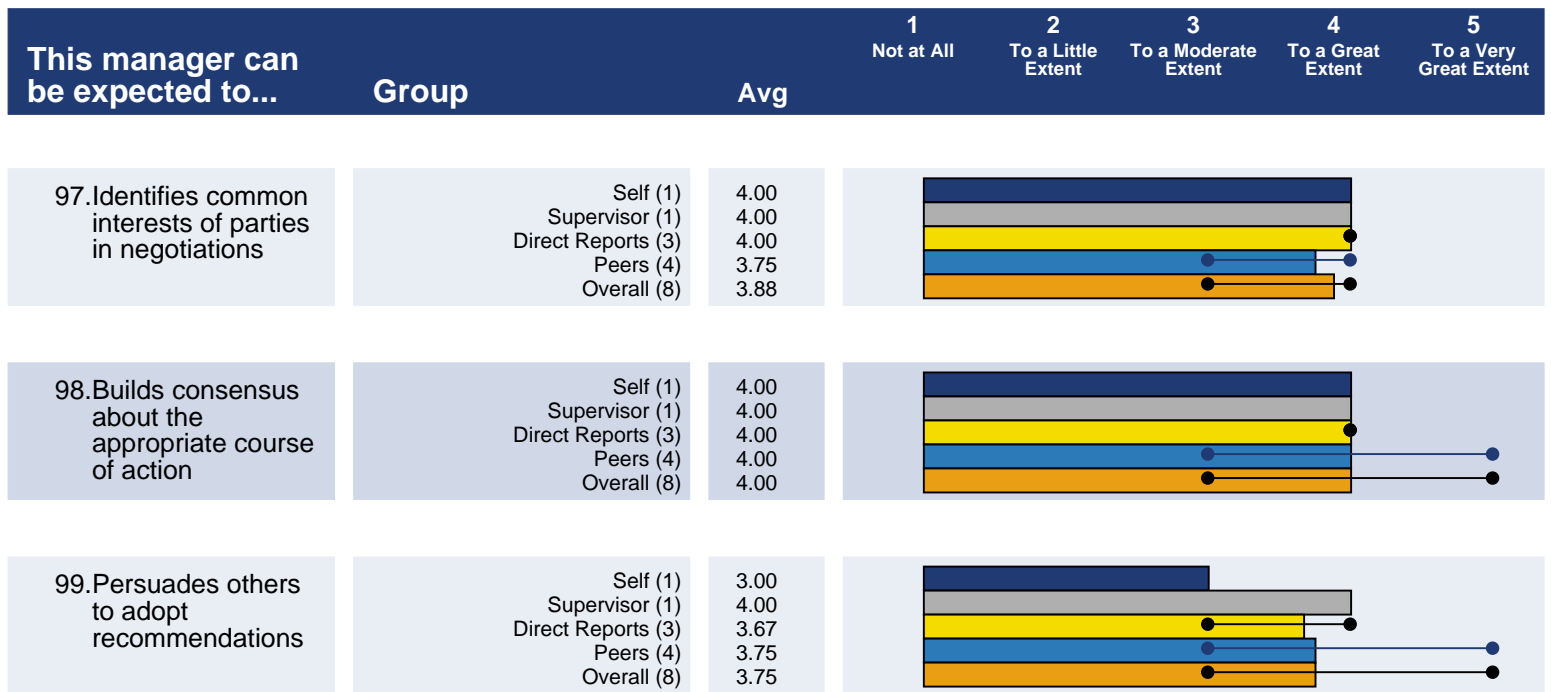
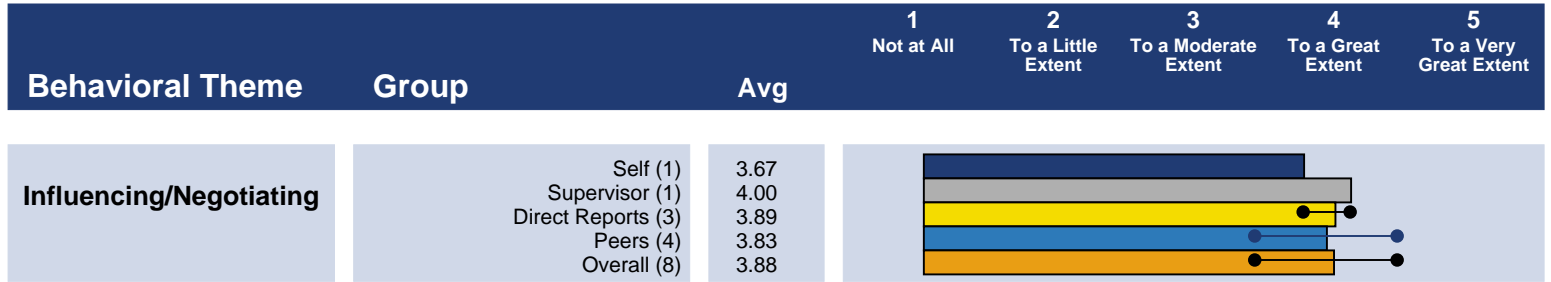
Political Savvy



Range from Low to High



Influencing/Negotiating



Range from Low to High



Strategic 360

Additional Comments?

Self

I think my greatest strengths are integrity and strategic decision making. I'm confident that my people trust that I will treat them fairly and do the right thing when tough decisions need to be made. I also think I am good at thinking through alternative courses of action, potential obstacles and downsides of each, and forming contingency plans.

Supervisor

He sets a high standard for customer service for all to follow. He regularly seeks feedback from customers and uses it proactively. When there are challenges, he deals with them immediately and in the end, strengthens the relationship.

Peer

Works hard and deals well with the stress and maintains an even keel at all times.

John is open, friendly, and accessible whenever I have an issue, I know that he'll listen and help out.

John is very effective at strategy development. While he communicates the strategy, he needs to do so with more passion to energize others around it. He provides the information, but doesn't necessarily inspire others to follow.

Attends well to details and provides good direction.

Strong technical skills. I wish we had more time with him so we could learn more from him.

Strategic 360

What are this individual's greatest developmental needs?

Self

I need to find a way to more consistently delegate work so that I can spend more time on long-range planning and thinking. I tend to get immersed in the details and this sometimes results in longer term issues not getting resolved as quickly as they should. I guess I need to have more confidence in the ability of my team and spend time coaching and giving feedback instead of jumping in and doing.

John clearly has his favorites. His decisions consistently favor those people who are his friends over those who do not spend time with him outside of work. If you're in that circle, he will make sure you get exposure to his superiors, involvement in decisions, recognition for your work, interesting assignments, and flexibility in work hours and deadlines. If you're not in that circle, you have no input, you get the worst projects assigned to you, and you have no flexibility. It's not that John happens to be friends with the high performers either – some of his "favorites" aren't pulling their weight and nothing is done about it.

Supervisor

Gain broader exposure to other areas of CNCS.

Peer

Time management and project management need to be improved. He tends to over promise. It would be better to give a longer time frame and deliver.

Be sure not to overcommit. John means well, but doesn't always deliver on time. This causes stress for the team.

Public speaking. He needs to find ways to connect with the audience more and liven up presentations. His expertise clearly shows, but at times, the audience isn't with him or worse, have tuned out.

Strategic 360

Other comments?

Supervisor

John is a great manager and a true friend. He's a pleasure to work with.

Peer

None.

John continues to become stronger in this role.

DEVELOPMENT PLAN

Personal
Leadership



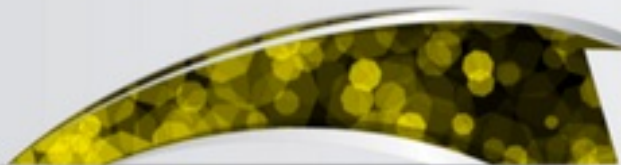
Organizational
Leadership



Leadership
Courage



Industry
Leadership



This section of your report will guide you to create actionable steps for future development. There are a series of questions throughout to stimulate thinking around these topics and aid in creating your plan.

Tips for Development Planning

- **Prioritize.** Identify development areas that will add the greatest value and make a difference.
- **Implement Something Every Day.** Chip away in small bite-sized pieces. Spending even five (5) minutes a day will make development a part of your daily discipline.
- **Seek Feedback and Support.** Learn from others. Ensure that feedback is relevant to your development priorities.
- **Face your Barriers.** Development isn't easy. Address any barriers that may keep you from your development priorities.
- **Involve Others.** Find people who can help you in your development by soliciting ideas and reactions from them and who will provide specific, candid feedback on both your strengths and weaknesses.
- When setting development activities, keep in mind the **SMART** model:
 - S** Specific
 - M** Measurable
 - A** Action Oriented
 - R** Realistic
 - T** Timebound
- **Take Time to Reflect.** Ask yourself what worked and what didn't work, and why.
- **Transfer Learning into Next Steps.** Continue to focus on mastering a specific area, and then share this knowledge by teaching it to others. Regroup and focus on new goals and development activities as appropriate (time period may vary based on specific goals and activities).

Individual Development Plan

Strength Area of Focus:			
<u>GOALS</u>	<u>BEHAVIORS</u>	<u>MEASURES</u>	<u>RESULTS/OUTCOMES</u>
What goals are most critical at this time?	What actions will you take to fulfill goals? *Remember SMART	Dates and Milestones	How will you know you have reached your goal, what will that look like?
		Deadline	
		Date to review progress	
		Completion date	
		Deadline	
		Date to review progress	
		Completion date	
		Deadline	
		Date to review progress	
		Completion date	

Individual Development Plan

Development Area of Focus:			
<u>GOALS</u>	<u>BEHAVIORS</u>	<u>MEASURES</u>	<u>RESULTS/OUTCOMES</u>
What goals are most critical at this time?	What actions will you take to fulfill goals? *Remember SMART	Dates and Milestones	How will you know you have reached your goal, what will that look like?
		Deadline	
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		Completion date	