



# Development Plans That Matter

*This tool offers you tips for improving your personal development plan*

Do you have a documented development plan from the last 12 months?  Yes  No

**If Yes**, please answer the questions below. **If no**, flip over and answer the questions on the other side.

**Directions:** *Please indicate whether or not the following statements describe your Personal Development Plan*

My development plan will help me develop my skills and help forward the church's mission at exactly the same time.  Yes  No

Most of the developmental actions I have listed are linked to my ministry in the coming year.  Yes  No

What percentage of the development actions is through formal classes/training? \_\_\_\_\_ %

What percentage of the development actions is occurring in your ministry? \_\_\_\_\_ %

I am developing skills that will allow me to pursue my calling in ministry.  Yes  No

The top six capabilities I am trying to develop are:

- |          |          |
|----------|----------|
| 1. _____ | 4. _____ |
| 2. _____ | 5. _____ |
| 3. _____ | 6. _____ |

My plan will challenge and push me to the edge of my comfortzone in the areas that I have targeted for development.

Yes  No

I get excited when I look at my development plan for the coming year.  Yes  No

If no, how would you change your development plan to make it exciting?

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My plan focuses more energy on developing my strengths than on overcoming my weaknesses.  Yes  No

What percentage of your development activities focus on improving your strengths? \_\_\_\_\_ %

What percentage of your development activities focus on your weaknesses? \_\_\_\_\_ %

In my ministry I feel I am making a difference by paying attention to others, developing leaders, or investing in others.

Yes  No

The top three contributions I want to make in this ministry are:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

For each developmental goal, I have included specific steps and a timeline to gauge whether it has been met.

Yes  No

I have identified milestones throughout the year to ensure that I am on track.  Yes  No

I have identified at least two people to support me in achieving my developmental goals  Yes  No

The people I have identified (or plan to ask) are:

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# Development Conversations That Matter

*This tool offers you tips for improving your personal development conversations*

I have had development conversations with my supervisor/mentor in the last 12 months?  Yes  No

**If Yes**, please answer the questions below. **If no**, flip over and answer the questions on the other side.

**Directions:** *Please indicate whether or not the following statements describe your development conversations with your supervisor/mentor.*

My supervisor/mentor and I have both worked independently on my development plan.  Yes  No

We discuss the mission and vision of the church and how I can contribute  Yes  No

Conversations begin with my draft of my development plan (not my supervisor's/mentor's draft).  Yes  No

I do most of the talking (not my supervisor/mentor).  Yes  No

We discuss how I can develop my personal strengths.  Yes  No

We discuss my areas of weakness in the conversations.  Yes  No

The conversation is candid, honest, and we do not avoid the tough issues.  Yes  No

We discuss how I can use upcoming projects or outreaches to improve my overall leadership skills.  Yes  No

The developmental activities listed benefit both me and the church mission.  Yes  No

We discuss both short-term and long-term development goals.  Yes  No

We identify ways to keep track of each development goal.  Yes  No

We schedule follow-up meetings to review my plan.  Yes  No

I will be more equipped for my ministry if I accomplish these developmental activities.  Yes  No

The primary responsibility for development is left with me.  Yes  No

My supervisor/mentor is committed to my development.  Yes  No

What's been most useful in these developmental conversations?

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What can you do to make these conversations even more valuable?

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