

**Leadership Development Plan Assessment\***

Please answer the following questions to help us understand your career goals and ultimately design a customized development plan for your long-term success with our organization.

Name \_\_\_\_\_

Current Title \_\_\_\_\_

What part of your current job do you absolutely love? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

What part of your current job is your least favorite? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

What would you like to be doing more of? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Are we challenging you enough? Why or why not? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

What role would you like to play within this organization long-term? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

What role do you see yourself playing in 3-5 years? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

What role do you view as a short-term goal? \_\_\_\_\_

\_\_\_\_\_

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On a scale of 1 to 5, how ready are you to take on the next level of responsibility?

1 (not at all)            2            3            4            5 (ready now)

What skills do you have now that align with your desired career path? \_\_\_\_\_

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What skills do you want to develop to prepare for advancement? \_\_\_\_\_

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What is your personal plan of action to ensure that you are ready to move up? \_\_\_\_\_

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What support do you need from the organization to help you become ready? \_\_\_\_\_

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If you were in charge, what would you change about the organization? \_\_\_\_\_

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\*From *Who Comes Next?* by Mary C. Kelly, PhD & Meridith E. Powell, MBA