

# GROWTH PATH DESIGNER

## Purpose

Create individualized development plans that connect personal aspirations with organizational needs.

## Instructions

Complete this worksheet collaboratively with each team member during development conversations.

### Part 1: Current State Assessment

#### Role Snapshot

Team member name: \_\_\_\_\_

Current role: \_\_\_\_\_

Time in current role: \_\_\_\_\_

#### Key Strengths

Technical/functional strengths:

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

Interpersonal/leadership strengths:

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

Process/execution strengths:

1. \_\_\_\_\_

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

### **Primary Growth Areas**

Technical/functional areas for development:

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

Interpersonal/leadership areas for development:

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

Process/execution areas for development:

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

### **Current Contribution Assessment**

What aspects of their current work:

Energize them most? \_\_\_\_\_

Create the most value? \_\_\_\_\_

Receive the most positive feedback? \_\_\_\_\_

Present the biggest challenges? \_\_\_\_\_

## **Part 2: Future Vision Exploration**

### **Three-Year Vision**

Describe potential roles or responsibilities in 3 years:

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Skills and experiences needed for these paths:

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### **Learning Aspirations**

What do they most want to learn or master?

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Why does this matter to them?

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### **Impact Goals**

How do they want to contribute or make a difference?

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What impact would be most meaningful to them?

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### **Work Experience Preferences**

What types of work environments help them thrive?

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What work structures or formats do they prefer?

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## **Part 3: Organizational Context**

### **Team/Department Needs**

Current capability gaps on the team:

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Anticipated future needs:

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**Growth Opportunities**

Potential projects or assignments for development:

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Upcoming initiatives that align with their interests:

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Mentoring or teaching opportunities:

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**Constraints and Realities**

Resource limitations to consider:

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Timing factors or business priorities:

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Organizational structure considerations:

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**Part 4: Growth Path Design**

## Development Priorities

Based on personal aspirations and organizational needs, the top 3 development priorities are:

1. \_\_\_\_\_  
Why this matters personally: \_\_\_\_\_ How  
this serves the organization: \_\_\_\_\_
2. \_\_\_\_\_  
Why this matters personally: \_\_\_\_\_ How  
this serves the organization: \_\_\_\_\_
3. \_\_\_\_\_  
Why this matters personally: \_\_\_\_\_ How  
this serves the organization: \_\_\_\_\_

## Learning Approaches

For each priority, identify the most effective learning methods:

Priority 1:

- ☐ On-the-job experience (specific project/assignment: \_\_\_\_\_)
- ☐ Formal training (course/program: \_\_\_\_\_)
- ☐ Mentoring/coaching (from whom: \_\_\_\_\_)
- ☐ Self-directed learning (resources: \_\_\_\_\_)
- ☐ Teaching others (context: \_\_\_\_\_)
- ☐ Other: \_\_\_\_\_

Priority 2:

- ☐ On-the-job experience (specific project/assignment: \_\_\_\_\_)
- ☐ Formal training (course/program: \_\_\_\_\_)
- ☐ Mentoring/coaching (from whom: \_\_\_\_\_)
- ☐ Self-directed learning (resources: \_\_\_\_\_)
- ☐ Teaching others (context: \_\_\_\_\_)
- ☐ Other: \_\_\_\_\_

Priority 3:

- [ ] On-the-job experience (specific project/assignment: \_\_\_\_\_)
- [ ] Formal training (course/program: \_\_\_\_\_)
- [ ] Mentoring/coaching (from whom: \_\_\_\_\_)
- [ ] Self-directed learning (resources: \_\_\_\_\_)
- [ ] Teaching others (context: \_\_\_\_\_)
- [ ] Other: \_\_\_\_\_

## Part 5: Implementation Planning

### Near-Term Actions (Next 3 Months)

Specific actions to begin development work:

1. \_\_\_\_\_  
By when: \_\_\_\_\_ Support needed: \_\_\_\_\_
2. \_\_\_\_\_  
By when: \_\_\_\_\_ Support needed: \_\_\_\_\_
3. \_\_\_\_\_  
By when: \_\_\_\_\_ Support needed: \_\_\_\_\_

### Medium-Term Milestones (3-12 Months)

Key development milestones to achieve:

1. \_\_\_\_\_  
By when: \_\_\_\_\_ What success looks like: \_\_\_\_\_
2. \_\_\_\_\_  
By when: \_\_\_\_\_ What success looks like: \_\_\_\_\_
3. \_\_\_\_\_  
By when: \_\_\_\_\_ What success looks like: \_\_\_\_\_

### Resource Needs

What resources are needed to support this development plan?

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Who needs to be involved or informed?

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### **Progress Review Approach**

How and when will progress be reviewed?

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How will feedback be gathered?

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How will the plan be adjusted if needed?

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### **Part 6: Commitment and Support**

What specifically does the team member commit to?

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What specifically does the manager commit to?

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How will accountability be maintained?

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Next check-in date: \_\_\_\_\_

### **Additional Context:**

The most effective development plans:

- **Connect personal passion with organizational need** - Finding the sweet spot where both benefit

- **Balance aspiration with pragmatism** - Ambitious yet achievable with available resources
- **Include multiple learning methods** - Recognizing that different skills develop in different ways
- **Focus on application, not just acquisition** - Creating opportunities to apply new capabilities
- **Remain flexible** - Adapting as both individual and organizational needs evolve
- **Include both strengths and growth areas** - Sometimes developing a strength further creates more impact than addressing a weakness

Remember that development is a journey, not a destination. The goal isn't perfect execution of a static plan, but ongoing growth that benefits both the individual and the organization.

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