



# Personal Growth Plan

Template

Owner: .....

Current Role: .....

Timeline: .....

Target Role: .....

Review Cycle: .....

## The "North Star" Vision

Write 1-2 sentences describing the professional you want to become. E.g., "To become a technical leader who..."

Vision Statement: .....

## The "Why"

- Professional: .....
- Personal: .....

## SWOT Analysis / Self-Reflection

Be honest. This section is just for your eyes

### Strengths (Internal)

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### Weaknesses (Internal)

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### Opportunities (External)

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### Threats (External)

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### Core Focus Areas

Pick the top 3 skills/areas you need to improve to reach your target role

1st

2nd

3rd

### The Strategy: The 70-20-10 Model

**70% Experience (Doing the work):**

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- 

**20% Exposure (People & Networking):**

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**10% Education (Formal Learning):**

- [Book to read]
- [Course to take]

### Action Timeline

#### Phase 1: Foundation (Months 1–3)

Goal: .....

Activity Type

Action Item

Metric of Success

Education

Experience

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Exposure

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Habit

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Phase 2: **Expansion (Months 4–6)**

Goal: .....

Activity Type	Action Item	Metric of Success
Education	.....	.....
Experience	.....	.....
Exposure	.....	.....
Habit	.....	.....

Phase 3: **Transition (Months 7+)**

Goal: .....

Activity Type	Action Item	Metric of Success
Education	..... ..... .....	..... ..... .....
Experience	..... ..... .....	..... ..... .....
Exposure	..... ..... .....	..... ..... .....
Habit	..... ..... .....	..... ..... .....

**Required Resources & Budget**

**Budget:** ..... [Estimate costs for courses/books]

**Time:** ..... [How many hours per week will you dedicate?]

**Support:** ..... [Who needs to help you? E.g., Manager approval?]

**Success Metrics**

I will know I have succeeded when:

- .....
- .....
- .....