

# Individual Personal Development Plan

## Start with your personal Why

**Build your personal brand by understanding your **strengths**, pursuing your **passions**, and defining your **purpose**.**

<b>Current State:</b> <i>Where am I now?</i> (Reflect on <b>strengths</b> , education level, certifications, job position, roles, responsibilities, pathway)	<b>Future State:</b> <i>Where would I like to be in 1 year, 3 years, and 5 years?</i> (Utilize self-assessment tools)	<b>Resources:</b> <i>How will I stay current and meet these goals?</i> (Think about people, networking, and service opportunities)	<b>Learning Needs/ Acquiring Skills:</b> <i>What education and experiences do I need to meet the goals?</i>	<b>Measures of Success:</b> <i>How will I know I have succeeded?</i>	<b>Professional Goals</b> <b>Time frame:</b> <i>Define start and end dates</i>
<ul style="list-style-type: none"> <li>• <b><u>Strengths:</u></b> <ul style="list-style-type: none"> <li>○ Leadership</li> <li>○ Learner</li> <li>○ Consistency</li> <li>○ Activator</li> </ul> </li> <li>• <b><u>Education:</u></b> BSN</li> <li>• <b><u>Pathway:</u></b> Leadership</li> <li>• <b><u>Job Title:</u></b> Pediatric Unit</li> <li>• <b><u>Responsibilities:</u></b></li> </ul>	<b>1 Year:</b> <ul style="list-style-type: none"> <li>• Improve knowledge of pediatric pain management</li> <li>• Lead 2 education sessions on pediatric pain management</li> </ul>	<ul style="list-style-type: none"> <li>• Locate and critically review 2 recent journal articles on pediatric pain management</li> <li>• Team Leader in an RIE</li> <li>• Identify a mentor based on criteria</li> </ul>	<ul style="list-style-type: none"> <li>• Journal article search on evidence based protocols for pain management</li> <li>• Foundations in Leadership courses</li> <li>• Green Training</li> </ul>	<ul style="list-style-type: none"> <li>• Give an in-service education session</li> <li>• Spread standard work from RIE on unit</li> </ul>	<ul style="list-style-type: none"> <li>• Located and critically review articles by August 2017</li> <li>• Mentor selected by Winter 2017</li> </ul>
	<b>3 Years:</b> <ul style="list-style-type: none"> <li>• MSN</li> </ul>	<ul style="list-style-type: none"> <li>• Talk to unit educator, research schools, find out how more about tuition reimbursement</li> </ul>	<ul style="list-style-type: none"> <li>• Decide where to attend MSN courses or determine if online courses</li> </ul>	<ul style="list-style-type: none"> <li>• Graduated MSN by 2022</li> </ul>	<ul style="list-style-type: none"> <li>• Enroll in school by Spring 2019</li> </ul>
	<b>5 Years:</b> <ul style="list-style-type: none"> <li>• Manager on unit</li> </ul>	<ul style="list-style-type: none"> <li>• Apply for shift coordinator or charge nurse roles</li> </ul>	<ul style="list-style-type: none"> <li>• Shadow my manager</li> <li>• Learn the budgeting process</li> </ul>	<ul style="list-style-type: none"> <li>• Learn the skills required to be a manager</li> <li>• Accepted for a job as a clinic manager at IU Health</li> </ul>	<ul style="list-style-type: none"> <li>• Shadow 3 times by January 2018</li> </ul>

**Evaluate your plan and progress regularly - revise your goals as needed.**

Name \_\_\_\_\_

Date \_\_\_\_\_

