

Individual Development Plan Thought Stimulator Questions

Current state:	What education or certificates do I have?
	What is important to me?
	How satisfied am I with my current job/role?
	How do others see me?
	What kind of person do I want to be?
	How do I want others to see me?
	What assessments are available to me to help me understand my current skills, personality, or knowledge?
	What experiences do I currently have that are valuable?
Vision of the future:	Where do I want to be?
	What do I want to be doing in three (some number) years?
	What skills and competencies are required?
	What type of lifestyle will I have?
	Where will I be living?
	What behaviors will I need to demonstrate?
Gap analysis:	What new skills will I need to develop?
	What experiences will I want to have?
	Is there a timeframe or frequency related to the experiences I want to have?
	What skills and competencies am I missing to achieve my future?
Build your plan:	Where can I get specific training or education to build my knowledge?
	What tools and/or resources are available to me?
	How can I gain experiences in the areas I need?
	Does my training or education need to be credentialed or certified?
	How much time will I need for each area?
	Am I willing to do extra work or work outside of normal business hours?
Create your own development team:	Who do I know that is already in or has been in the role I aspire to?
	Who do I know that can help me gain the experience I need? Who can help me understand the experience I need?
	Who knows me well and would be willing to give me an honest perspective of my strengths and weaknesses?
	Who can I seek counsel from when I'm struggling?