

# My Personal Development Plan

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## Step 1 – Strengths

Using the inputs from your Johari Window activity and the listing of key behaviors within our set of published values, identify your primary and secondary strengths (what you believe are the things you do very well). These are the things that have the greatest influence over your behavior as a leader.


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## Step 2 – Targeted Behavior

Here, pick one of the three words you selected from the Johari Window activity that you said you would like to bring into your life. It should be the one with the most potentially significant impact on your leadership style. Briefly describe what this behavior means to you and why you believe it will improve your leadership.

The behavior I have chosen to work on is \_\_\_\_\_

To me, this means:


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## Step 3 – Connections

We think and behave as we do because we have been influenced by significant people and situations in our lives. Consider *your* life: Try to identify and isolate the influences you've experienced that may be associated with your targeted behavior.

Significant Person or Situation	Ideas/Behaviors you might have learned

## Step 4 – Consequences

When you bring this targeted behavior into your life, consider the consequences of this change and list them as indicated below:

### Personally

Positive Consequences

Self-Defeating Consequences

### Professionally

Positive Consequences

Self-Defeating Consequences

## Step 5 – Differences

Consider how your life would be different if you changed your behavior in this area.

Some positive differences


Some negative differences


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## Step 6 – Changing your mind

Changing your behavior involves changing your mind regarding some idea you hold. Consider what you will have to give up. What cherished ideas must you challenge? Go back to your Johari Window activity and review your reflection notes about the things that came up in your discussions with others.

**How would you like things to be different?**


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## Step 7 – Barriers

**What barriers now exist to making the change you would like to make?**

a.	
b.	
c.	

**How can you overcome these barriers?** Try to challenge your assumptions.

a.	
b.	
c.	

## Step 8 – Gains

What will you gain by making this change?


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## Step 9 – Plans

What do you plan to do to bring this change about? Identify no fewer than 5 concrete actions to take.

1.	
2.	
3.	
4.	
5.	

Seek support for your change efforts. Ask one or two trusted family members, friends, or peers for their help. Solicit feedback from them on your progress.

**With whom will you share your intentions and plans to change?**


**By what date to you intend to take action?** \_\_\_\_\_

Finally, **monitor your progress**. Every 3 to 6 months, redo the Johari Window activity to see if your desired change in behavior is showing up in your workplace or family. If you need new worksheets or a little help, contact the OPD staff and they will happily help you.

This material is derived primarily from Human Synergistics International's LSI Self-Development Guide. For deeper learning, contact them at [info@humansynergistics.com](mailto:info@humansynergistics.com) or visit their website at [www.humansynergistics.com](http://www.humansynergistics.com).