# STUDENT DEVELOPMENT PLAN

<table>
<thead>
<tr>
<th>Selected Competency Area for Focus</th>
<th>What did the feedback report help you to see/understand about this area?</th>
<th>How can improvement in this area enhance success in your current and future work?</th>
<th>How will improvement in this area help you and your team (and eventually the teams and organizations you work for) better achieve key priorities?</th>
</tr>
</thead>
</table>
| **Sample Accountability**         | ⬤ I don’t give people enough feedback  
➤ I need to improve clarity regarding expectations for others, including the overall direction as well as their individual performance expectations | ⬤ Will enable me to delegate with more confidence and do less checking up on people  
➤ Will allow me to coach and support vs. direct other’s actions  
➤ Enables me to operate more as a leader and developer of others vs. too much of a doer | ⬤ We will enhance the level of commitment, expand capabilities, shorten the time to results, and lessen the likelihood of recycle that can result from misdirected efforts  
➤ I understand that in the end holding myself accountable and others accountable will improve the work climate for everyone |

## Target Development Areas

### Development Goals:

### Related Competency(ies) to Develop:  

### Current Strengths to Leverage:  

### Potential Obstacles:  

### Sources of Help:  

### Activity 1:  

### Completion Date:  

### Activity 2:  

### Completion Date:  

### Activity 3:  

### Completion Date:  

Adapted from the NCHL Individual Leadership Development Plan  
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