



Development Plans

1. Know Yourself
2. Build your Plan
3. Review your plan

Performance Partnerships

Grow together, achieve together



Why do we create Development Plans?



Development Plans are an opportunity for you to reflect on your aspirations and plan your developmental focus for the year ahead.

Your development plan provides insight to your leader about your career aspirations and goals so they can support you throughout the year.

Before you start...



- Put aside an hour to give yourself time to focus and think about what you'd like to include in your plan.
- Consider your long-term work or career aspirations. Use these to decide the objective of your plan.
- Think about the skills and behaviors you need to work on to achieve your long-term objective. Culture Amp will help you with some easy-to-follow prompts.

1. Know Yourself

- To start, under **Development** select **'Development Plans'** from the drop down menu.
- Click **'Create Plan'**
- Complete **Step 1 – Know Yourself**
- Select your leader by starting to type their name in the box provided and click **'Next'**
- Follow the prompts and consider your responses carefully.
- Once completed, click **'Finish'**

Select a manager to support you

Your manager will support and coach you through the process. They:

- Get notified about your progress
- Review and discuss your plan with you
- Connect you to resources and opportunities
- Have access to all your plans

You can also add someone who isn't your manager, like a mentor or coach.

Find and select your manager

Kate Castriota

Start typing name to search

Your manager has access to all your plans at all time. After you review your plan and set it to 'active', nominated administrators will also have access to your plan. [Read information about your privacy and data.](#)

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How do you feel about your development right now?

Answer these questions to set a baseline for how effective this development process is so you. Your responses are anonymous. These responses are aggregated and shared as part of a group.

Rate how strongly you agree with the following statements:

I have a clear sense of my development goals Not rated

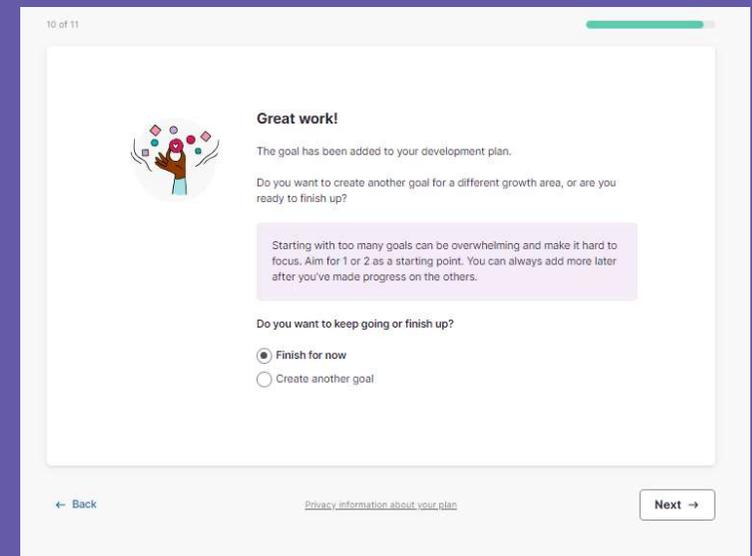
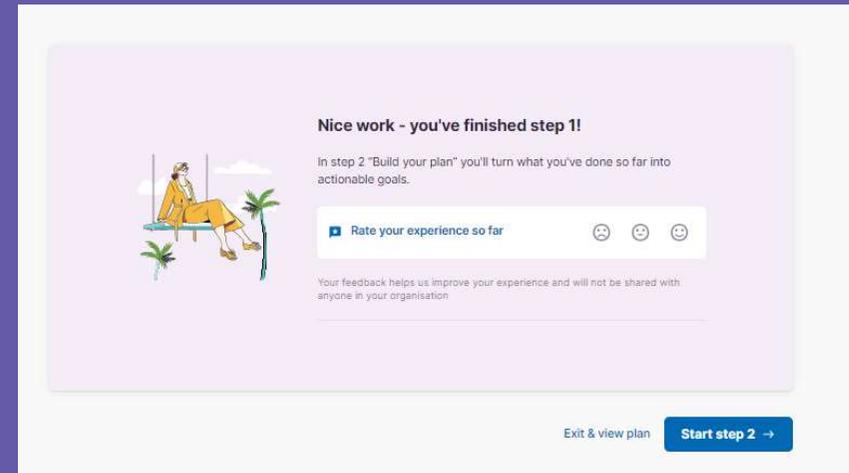
I have a clear understanding of the skills and knowledge I need to develop Not rated

I see a motivating future for me at this company Not rated

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2. Build your Plan

- Progress through to build your plan by clicking **'Start Step 2'**
- Follow the prompts and consider your responses carefully.
- Click **'Finish'** once completed and your plan will be shared with your leader.
- Click **'View Plan'** to see a draft to review



3. Review your plan

- Review your plan with your leader to refine and agree on a final draft.
- Edit as required and then **‘Mark plan as reviewed’** once your final draft is completed.
- Confirm by clicking **‘Yes, we discussed the plan’** and then **‘Finish’**

Your foundations

The things that you are good at, care about and your view of the future. Use this to guide your development planning.

The future Edit

Your fuzzy long term view for where you want to be in your work or career in a few years' time

Strengths Edit

Skills and behaviors you consider to be your top strengths

Core skills & behaviors

Availability Approachability Global mindset Managing for resilience

Listening

Role specific skills

Current plan

Aug 2023 - now Ready for review Manage plan

Time for your development conversation

The next step is to have a conversation with your manager to review and refine your draft plan. When you're both happy with the plan, mark it as reviewed.

During the conversation, you should:

- Gain a shared understanding of your strengths, motivators and capabilities
- Agree on a few growth areas to focus on that will help you
- Agree on at least 1 specific goal you can start to work on
- Make a plan to regularly revisit your development plan

Mark plan as reviewed →

Mark plan as reviewed

Before we set your plan to active, have you had an opportunity to review and refine your plan

Yes, we discussed the plan

No, we haven't discussed the plan yet

Plan to revisit it together on a regular basis to keep it on track.

Cancel Finish

Top Tips!



When you create your plan, your responses can only be read by the person you establish as your 'Development Manager'.

You can go back and edit your responses and goals at any time.

Need Support?



Access Culture Amp here:
[Culture Amp Website](#)



Chat to your Leader or your
P&W Business Partner



Email the Team!
learning@endeavour.com.au



Log a ticket in the
#TeamPossible Support Hub

#team
possible
support hub



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