

PROACTIVE DEVELOPMENT PLAN

Team Member: _____ Leader: _____ Date: _____

1. PRAY | Lord, what are You doing in this person? What am I missing? Who are You growing them to become? How can I partner with You? Record what He says here:

2. SEE | Consider what you've observed shoulder-to-shoulder, what others see, and what the team member sees in themselves.

What gifts, character, passions, or potential do you see that could be developed further?

Where could greater maturity, confidence, discernment, skill, or experience unlock their growth?

What keeps me from giving them more responsibility now? What do others see that I'm missing?

3. FOCUS | Choose one or two meaningful areas that could make the greatest difference right now.

Growth Area #1: _____

Growth Area #2: _____

4. PLAN | For each focus area, consider three ways to develop the person:

What real work, stretch assignment, responsibility, meeting, cross-training, or opportunity could help?

Who could they learn from, shadow, work alongside, or receive coaching from (even on another team)?

What book, podcast, training, event, trip, or other resource would support the growth area?

5. STRETCH | What healthy stretch can I give them without rescuing or abandoning them?

6. WALK | Stay Engaged

Next Step: _____

Target Date: _____ **Follow-Up Date:** _____