

Leadership Development Plan

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Effective leaders continually reflect on their strengths and weaknesses, identifying areas for personal and professional growth. However, beyond identifying these areas, leaders must also have a practical, viable plan for developing them. Therefore, in this assignment, you will create a Leadership Development Plan grounded in the USAF Leadership Competencies. Crafting this plan will equip you to take ownership of your leadership development, providing you with a roadmap to continuous improvement and advancement. Complete the following steps to write your Leadership Development Plan.

Step 1: Complete Self-Assessment

1. Watch the video for instructions on how to access self-assessment on [MyVector](#).
2. Complete the competencies self-assessment on either [MyVector](#). (preferred; CAC required) or manually using the [pdf attached](#).

Step 2: Analyze and Reflect

1. Review and analyze your competency scores to help you inform your responses to Create your Growth Plan in Step 3.
2. Reflect on your results, considering the following questions:
 - What were your higher scoring competencies?
 - What were your lower scoring competencies?
 - Which of the four main competency areas (developing self, others, organizations, or ideas) are you strongest and weakest in?

Step 3: Create your Growth Plan

1. Craft your *practical and operable* Leadership Development Plan using the template provided.
2. Ensure that:
 - You complete all sections in Part I (Analyzing your Scores) and Part II (Improvement Plan).
 - Your plan benefits you in your current and future roles.
 - The final product makes it *crystal clear* to you and your leadership how you will develop yourself to better lead others.
 - You used theories, principles, and concepts from the *Leadership and Command I* course to support your responses.

Competency Name	Score	Score Analysis	Importance
	<i>Record your score</i>	<i>Do you agree with this score? What evidence does/does not support your score?</i>	<i>Explain why you think improving this competency is important, particularly in relation to the shared values of the profession of arms.</i>
Strength:	<i>Decision Making (3)</i>	Yes, making decisions bases on facts rather than emotions	Decisions can be hard to make when facts are incomplete.
Weakness:	Creative Thinking (3)	Tend to follow a pre-defined procedure	Creation is innovative and does not exist in pre-defined procedures
Other:	Communication (3)	Yes, tend to work on a problem alone	Teamwork is essential for mission success. Not all the problems can be one done by one person.

Part II: Improvement Plan

Competency	Goal Score	Goal Deadline	Actions:	Resources:	Measurement:
<i>Should match the 3 listed above</i>	<i>The realistic score you will achieve next</i>	<i>The approximate deadline(s) for achieving this goal.</i>	<i>List 3 specific actions you will take to achieve these goals.</i>	<i>List resources (course/outside content, people, applications, etc.) that you will use to support your actions and goals.</i>	<i>Identify how you will determine whether you have met your goal.</i>
Strength:	4	Two years from now	Willing to listen to opinions that I don't agree with initially	Practice with my co-workers	Getting feedback from peers or supervisors
Weakness:	4	Two years from now	Explore alternate options. Be creative	Use JIRA to track how the efficiency has been improved.	Getting feedback from peers or supervisors
Other:	4	Two years from now	Talk to other people.	Have a coffee break with one of the co-workers once a week	Getting feedback from peers

