

## Personal Development Plan (PDP)

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Every entrepreneurial leader has a personal development plan. The plan's purpose is to continue building on your strengths while you recognize and start working on your opportunities (weaknesses). Both are important. Allocate time to review the following documents – Disc Profile, LPI, Person Vision and Values Statement. Following this review, identify two strengths and two opportunities. These strengths and opportunities should reflect your reality. Also, identify and commit to two action items for each strength and each opportunity. An action item is defined as a specific activity (a commitment) that will enhance the strength and improve the opportunity. Also, explain the action item. Why have I chosen this action item. This is a document that will be used for a coaching session. In summary, your PDP will identify two strengths and two opportunities strength with two action items for each.

### **Strengths:**

#### **1. Judgement**

- Read news from more than one source (i.e. CNN, Fox, etc). The ability to judge also entails reviewing all evidence fairly and equally to come to a personal conclusion. By looking at news from more than one angle, I'll better my ability to form an opinion based on multiple facts and anecdotes.
- Taking on debates. Someone who has a strong opinion should be able to argue their opinion with others. Someone with a strong sense of judgement should be able to reevaluate and drop their opinion if faced with new evidence and facts.

#### **2. Perspective**

- Give advice to close friends. Someone with a strong perceptive skill is able to see the world at different angles. When someone comes to me with a problem, I usually try to look at things from different points of view to see if I can better understand the problem.
- Provide opinions to a large group and seek understanding. Being able to convey your opinion in a way that makes sense to a large number of people shows that you are able to perceive things in many ways.

### **Opportunities:**

#### **1. Gratitude**

- Write down things that I'm thankful for every day. Gratitude is the ability to give and show thanks for things around you. By journaling, I'll find more ways to convey my thanks to others.
- Thank someone new every day (and in new ways). A large part of being a leader is encouraging the heart. By thanking those around me in new and creative ways, I'll leave them feeling appreciated and more invigorated to continue doing great things.

#### **2. Social Intelligence**

- Read Emotional Intelligence by Daniel Goleman. Goleman writes many books on leadership, and one book in particular is about understanding people via empathy. I personally have started reading this book to better understand my peers.

- Have more conversations. I am a shut in when it comes to social interaction. I prefer to stay inside on my computer. This is hurting my ability to socialize, and as such I'll start interacting with people more often. Even if it's something as simple as saying hi to my bus driver.