# INDIVIDUAL DEVELOPMENT PLAN

## Name: Y Sai Jyosthna Manager: Pavan

**Position: Associate Data Engineer Date: 31/3/23**

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| **Section A: Career Plan** |
| Personal Mission Statement |
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| **Short-Term Career Goals (1-2 years)** | |
| Area of Interest / Position Title | Competencies/Skills/ Knowledge Needed: (areas I need to develop) |
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| **Long-Term Career Goals (3-5 years)** | |
| Area of Interest / Position Title | Competencies/Skills/ Knowledge Needed: (areas I need to develop) |
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| **Strength to Leverage – select at least one strength to continue to build upon** | | **AREA OF FOCUS:** | | |
| **Critical** | **Developmental** | **Manager’s Role** | **Target Dates/** | **Results/Outcomes How have I** |
| **Behaviors/Goals** | **Activities/Action Steps** | **(or involvement of others** | **Milestones** | **succeeded in adapting my behavior or** |
| **What specific behaviors** | **(assignments, coaching, formal** | **if applicable)** |  | **learning new skills? (provide examples)** |
| **do I need to model or** | **training)** |  |  |  |
| **exhibit in this** | **Remember SMART** |  |  |  |
| **competency or skill?** |  |  |  |  |
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| **Area to Develop – focus on areas to develop that are**  **critical to your performance; select 1 or 2 areas to work on at one time** | | **AREA OF FOCUS:** | | |
| **Critical** | **Developmental** | **Manager’s Role** | **Target Dates/** | **Results/Outcomes How have I** |
| **Behaviors/Goals** | **Activities/Action Steps** | **(or involvement of others** | **Milestones** | **succeeded in adapting my behavior or** |
| **What specific** | **(assignments, coaching, formal** | **if applicable)** |  | **learning new skills? (provide examples)** |
| **behaviors do I need to** | **training)** |  |  |  |
| **model or exhibit in** | **Remember SMART** |  |  |  |
| **this competency or** |  |  |  |  |
| **skill?** |  |  |  |  |
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| **What specific** | **(assignments, coaching, formal** | **if applicable)** |  | **learning new skills? (provide examples)** |
| **behaviors do I need to** | **training)** |  |  |  |
| **model or exhibit in** | **Remember SMART** |  |  |  |
| **this competency or** |  |  |  |  |
| **skill?** |  |  |  |  |
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**Manager and/or Employee Comments:**

Next Development Plan Review Date: (should be every 3-6 months)