

PHASE II: ORIENTATION

PERSONAL LEADERSHIP DEVELOPMENT PLAN

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We have designed this worksheet to help you develop a plan to improve your leadership skills. The Personal Leadership Development Plan will assist you in identifying your strengths, areas for improvement and how you can learn new techniques. You are encouraged to take time during Phase II to complete this worksheet.

STRENGTHS, WEAKNESSES, AND CHANGES

The following questions ask you to reflect on your strengths, potential weaknesses, and the changes that lie ahead of you. This exercise will prove valuable to you as you think through your future development and aspirations.

PART 1 – STRENGTHS

1. List as many as five strengths that you believe have led you to your success thus far. Try to list them in order, starting with your greatest strength.
 - a.
 - b.
 - c.
 - d.
 - e.
2. It has been suggested that every strength can also be a weakness. Can you see how each of your strengths can be or could become a weakness? If so, note how each strength listed above could get you into trouble.
 - a.
 - b.
 - c.
 - d.
 - e.

PART 2 – POTENTIAL WEAKNESSES

3. Everyone – even the most successful person – has weaknesses. What do you think are your most significant weaknesses?
 - a.
 - b.
 - c.

4. Looking back at the weaknesses you listed above, are there any which you have heard about from someone associated with you? Put a * by the weaknesses you've heard about from someone else. Put a ** by the weaknesses you've known about for a long time or heard about from multiple people.
5. Pick the one weakness that you think is likely to affect you negatively in college or later in life. Can you think of a situation in which this weakness surfaced?

PART 3 – CHANGES AHEAD

6. What is the most significant change that lies ahead of you in terms of your leadership development and/or role in the chapter?
7. How will your next year in college be different than this year? What adjustments will you have to make to meet your personal goals?

IDENTIFYING DEVELOPMENTAL OPPORTUNITIES

1. List three developmental priorities that you have for yourself. These could include specific skills that you want to learn or how you would handle specific situations.
 - 1.
 - 2.
 - 3.
2. How many different experiences (such as taking a role as a committee member, volunteering, projects, community activities or working with certain people,) can you think of that would force you to learn that ability?
3. Which of the above experiences would be the most powerful teachers? Use a * to rate how powerful each experience would be to you.

DETERMINING YOUR PATH

Think of ways you can achieve the powerful experiences you identified. List as many paths you can think of.

Example:

Experience: *Delegation*

Path: *Become a committee chair in a student organization.*

Experience:

Path:

Experience:

Path:

Experience:

Path:

Experience:

Path:

Experience:

Path:

CLEARING YOUR PATH

Given your personal vision, the strategic direction of the chapter, your personal goals and values, and the self-assessment you completed in Part 1 and Part 2, what plans do you have for your leadership development?

DEVELOPING A PERSONAL VISION

1. What are you about? At the most general level, what do you want to achieve in your life?
2. What do you stand for? What are you willing to sacrifice in order to reach your goals? What values do you hold sacred?
3. If you were to die tomorrow, what would you want your legacy to be? What would you want people to say that you had meant to them?

Adapted from High Flyers