

# Personal growth, your way

A guide to creating your personal growth plan



# Personal growth, your way

To give you some hints and tips on where you may like to start with planning your Personal Growth Plan (PGP), we've created some simple steps to help you with your planning. Here is a quick guide that allows you to explore different elements that you may wish to use to build your PGP. We have also created a range of templates for you to create your PGP if you wish to use them.

Quite often we get confused about what our PGP should include.

A Personal Growth plan can be whatever you want it to be - it's personal. It can be a written account of self-reflection and improvement, or a detailed action plan used to fulfil academic, personal, or career-based goals. It can also be as simple as a collection of thoughts on sticky notes, photographs or drawings.

It works by allowing you to establish your aims, recognise your strengths and development areas, and identify areas of growth. Plans are put in place based on growth areas and the plan consists of your own personalised actions that allow you to focus on what you want to achieve in the next 12 months.

The steps to help you build your PGP are:

- ➔ **Your personal intent**
- ➔ **Your values and motivations**
- ➔ **Your strengths**
- ➔ **Your relationships**



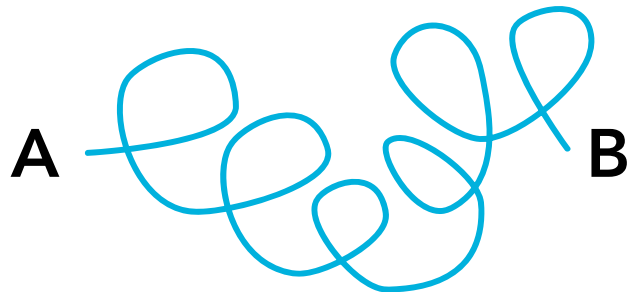
Reflect on your  
personal intent

# Thinking about your personal intent...

It's important to reflect on your own values, motivations, strengths and network to uncover your personal intent. This will help you to take ownership of your development and create an holistic, meaningful plan for your personal growth. When thinking about personal intent, this includes work and life and whether the time is right. Below you'll find resources and exercises to help discover your personal intent.

What is it you want to do? When thinking about personal intent, this includes work and life and whether the time is right. Answer and reflect on the following questions to help you to discover your personal intent.

- What are you known for?
- How do people perceive you?
- What do you want to be known for?
- What do you need to learn more about?
- Are there any key relationships that you need to develop?



**Listen to:** [Squiggly Careers podcast: #69 DIY Career Development](#)



**Watch:** This [TED Talk](#) is on asking questions to uncover your passion



**Read:** Be true to yourself": what if you don't know who your true self is?



**Read:** Finding Purpose for a Good Life. But Also a Healthy One.

**Find your why**

# Find your why...

Your 'why' is what gets you out of bed in a morning, it's what spurs you along to become the best version of yourself. The 'why' is very different for each of us and is personal to us. To understand your 'why', we're going to look at 'Ikigai'. Ikigai is a Japanese concept that means 'reason for being'. Answer the following questions:

1. What do I love?
2. What am I good at?
3. What can I be paid for now - or something that I could make money from?
4. What does the world need?

Using the answers to the four questions above, think about:

- what you value and would like to be part of your role/work
- how does that impact what you have on your PGP?

Use the space below to capture your answers



**Read:** [Ikigai](#), the Japanese secret to a long and happy life



**Video:** Dan Pink - Motivations Autonomy, mastery and purpose



**Podcast:** Goal Setting That Works



**Podcast:** Ask the Expert: Purpose with Simon Sinek

Identify your  
strengths

# The wind in your sails...

Strengths are things that you enjoy, energise you, that you're good at or have the potential to be good at.

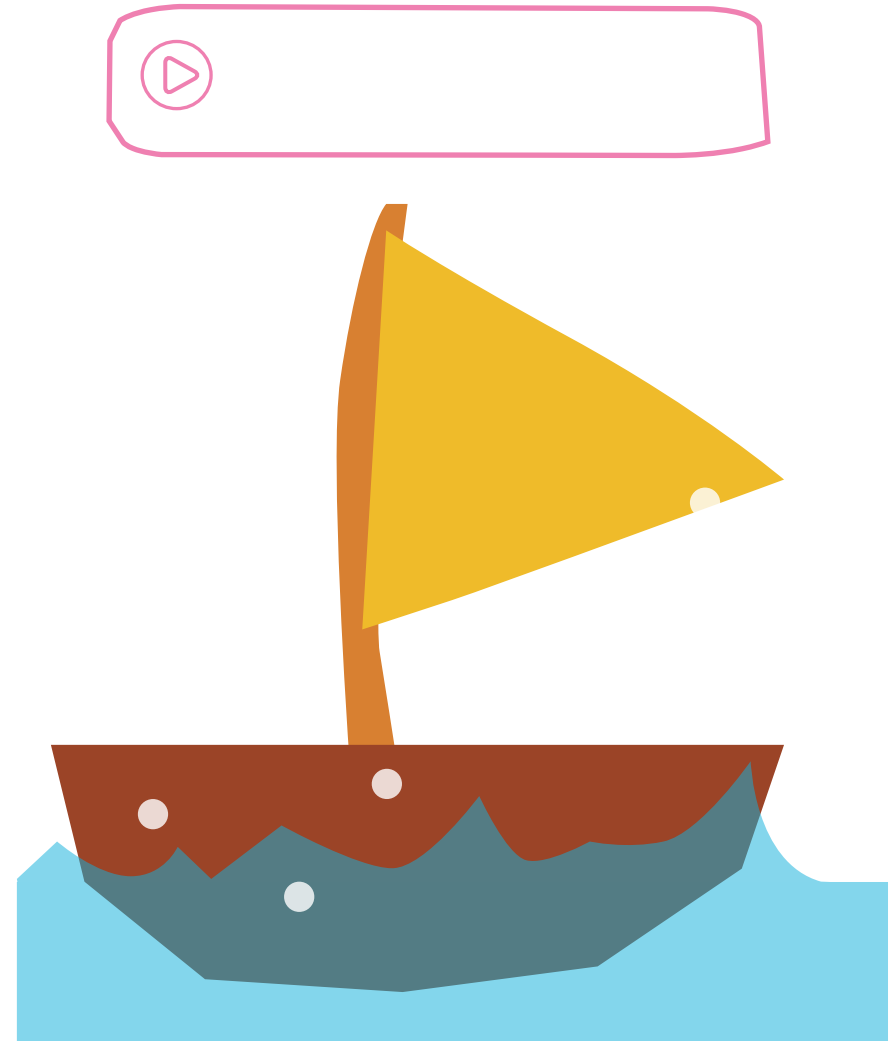
## **Strengths are the wind in your sails and help you travel.**

Grow your strengths to be best version of you, this is how you unleash your potential. Be careful not to let the wind blow you off-course, in overdrive you can get carried away and forget to take people on the journey with you.

## **Development areas are holes in your boat.**

The waterline is context, and could change e.g. with roles, new initiatives, deliverables etc. The key is to make sure they stay above the waterline, so they don't impact performance. The holes that fall under the waterline are the things that could hamper your performance, focus on them to bring above water line

Previously your PGP might have been focusing just on things you're not good at, but this can be demotivating and demoralising. Instead focus on getting the holes above the water, then maximising strengths. It's all about asking yourself: 'what's going to unlock my potential?'





# Reflections ...

So what is the wind in your sails and what are the holes in your boat?

Don't spend too much time focusing on development areas. Deficit-based development plans are proven to reduce performance by 20-30%, so when thinking about your development, being able to maximise your strengths will mean greater success in unlocking your potential.

Think about how you can maximise your strengths. Try to categorise areas of work into those that are strengths and those that aren't. Then work through the 'unknowns' pot in the middle, remembering to face fears along the way and not let yourself get derailed by getting hung up on anything.



**Use the space below to capture your reflections**

**Strengths**

**Opportunities**

**Identify your  
relationships**

# Who's in your network?

'It's not what you know, it's who you know' isn't necessarily true, but relationships are important, and utilising them can really support your development. Also known as networks, but relationships feel more personal and more true to our values.

When looking at creating your PGP it's worth considering how you can maximise the relationships you have, and create new ones. Diverse ideas and viewpoints means you're more likely to maximise your potential. How can you maximise the relationships you have, and create new ones?

- Be Curious! Connect with people, it all starts with a conversation
- Have purpose when contacting people, what can you help them with as much as what can they do to help you
- Maintain your Network, regular check ins could be as simple as catching up over coffee
- Have a follow up conversation with someone you may have met at an event or a meeting



**Listen to:** How to create meaningful connections while apart



**Listen:** Develop your career using your network



**Read:** How leaders create and use networks



**Read:** 3 actions to build your network

# Reflections ...

We typically have four relationship networks, use the space below to make notes on how you can utilise each of these four groups that make up your network for future development and growth? Are there any other areas or relationships that you can explore?



**Personal –**  
friends and family



**Professional –**  
internal and external around  
your profession



**Operational –**  
to do the job you do now and  
jobs you have done in the past



**Strategic –**  
future focussed. These are the  
relationships you need to develop

# Examples of PGPs

To give you ideas of how to create your PGP, here you'll find some examples. Blank templates are also available for you to use via leadership or on the colleague website.

# My personal growth plan - example

Name:

Role:

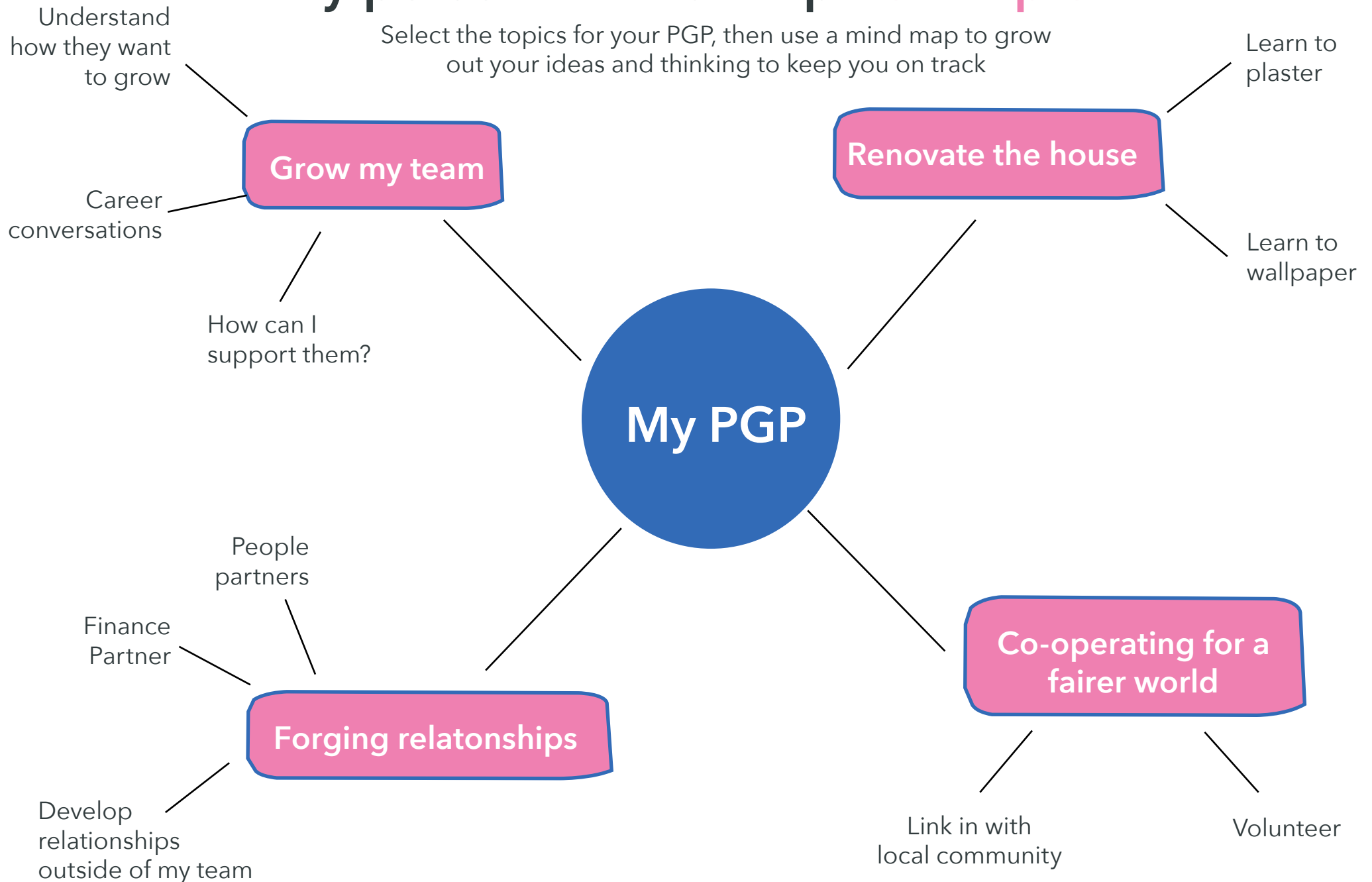
Year:

Your Personal Growth is personal to you. Your development opportunities should focus around what you want to achieve in the next 12 months in your professional and personal life.

<b>What do I want to grow?</b>  Think about what development goals you would like to achieve here	<b>Which Behaviours will I need to display to achieve this?</b>  Think about our Co-op behaviours here.	<b>What support do I need?</b>  Think about relationships you hold and what support is available to you	<b>How will I know when I get there?</b>  What will I be doing differently?	<b>Reflecting on your Personal Growth</b>  What did you learn about yourself?
Build relationships outside my team	Forging Relationships	Put myself forward for cross functional working workshop via my People Partner	Have a strong working relationship with finance team	**use this column to come back to for reflection
Link into vision of Co-operating for a fairer world	Championing Co-op and Co-operation	Use my network to find out what community initiatives I can get involved in	Worked on a community project to support the local community	

# My personal mind map - example

Select the topics for your PGP, then use a mind map to grow out your ideas and thinking to keep you on track



# My vision board - example

Think of this like a collage, or a Pinterest board. This is your vision on where you want to be and how you want to grow. Capture areas of growth in your work and personal life.



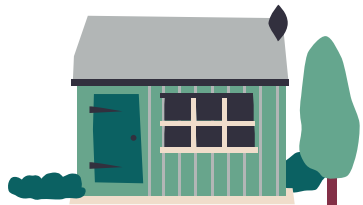
Me and my new team  
moving forward  
together



Me and my family



House renovation



Growing my own  
fruit/vegetables



Learn new skills



Volunteering



Personal growth, your way

