

## 10 Steps to Creating Your Personal Development Road Map



Success in the workplace involves knowing exactly where you want to go and having a specific plan for getting there. When you have a plan you are able to factor your current position, route and destination into your decision making process to ensure that you are moving closer to your goals. Without a plan you will have no way of knowing where your decisions may lead you.

The key is to remain focused on your destination and flexible on your route. The "how" will change, because nothing goes as planned. When @#\$%&\* happens you must be willing and able to adjust your plan to capitalize on the change.

The following 10 steps will help to build your personal development roadmap (plan) to achieve your goals:

Clearly identify, in writing, the results you want to achieve your destination (goals).

- If possible, find pictures/images that represent your destination. This helps to make the visualization of the end result more concrete.
- Identify all the reasons why you want to achieve these goals (why do you want to arrive at your chosen destination?). The reasons must be personal and compelling; they must be your own.
- What will you need to learn or do differently? What critical information or skill are you lacking that is preventing you from moving forward?
- What have you done in the past that can help you get to where you want to be in the future? What skills can you build on?
- Who will you need to help you in your journey?
- When do you expect to arrive? How long will it take to achieve the goals you desire?
- How will you get there? What is your plan? Think about the last step you will need to accomplish before you finally reach your destination. Then, continue to work your way backwards with each step until you reach the present. Realize and accept that the plan will change and evolve as you progress, learn, encounter obstacles and/or your destination changes.
- What will you do and how will you feel when you have reached your destination? Decide in advance how you will celebrate and appreciate your accomplishment. Use your vivid imagination to see and feel yourself achieving!
- Once you reach your destination choose a new destination and repeat the process; always focusing on continuous improvement and designing your future.

Get started today choosing your goals, setting your plan for a successful journey, and sharing your plan with your manager – you will need their approval and support.

Take control of your personal development!

Adapted from [Scott M Thomas](#)