Individual Success Plan (ISP)

**Objective:**

Create a personal success plan that aligns your strengths, career aspirations and business needs.

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| **WHAT ARE YOUR SHORT AND LONG-TERM CAREER GOALS?**  ***This includes experiences you would like, not just promotions (e.g., running an event, speaking at a conference, etc.)*** | | |
| ***Short Term (6-12 months):*** | ***Long Term (2 to 5 years):*** | |
| **WHAT TYPE OF ASSIGNMENTS, EXPERIENCES, COACHING AND/OR LEARNING DO YOU NEED TO MEET YOUR GOALS?** | | |
|  | | ***How can your manager help?*** |

**Action Plan:** *Complete during or after development discussion with manager*

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| **DEVELOPMENT OPPORTUNITY** | **SPECIFIC ACTIONS YOU WILL TAKE** | **BUSINESS IMPACT/RESULTS** | **COMPLETION DATE** |
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**Next Steps:**

Best practices indicate that you should review success plans every 3-6 months as part of Check-In.

*Next Success Plan Review Date:*