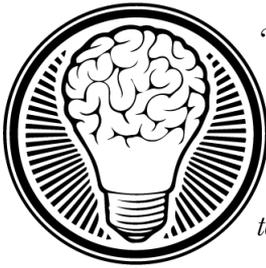




*Living mi Dream*

# Talent Development Action Plan

Connecting your vision,  
key beliefs, knowledge and skills  
to move you toward your  
career goals



*“Knowledge will bring you awareness.  
Determination will support you. Audacious self-  
belief will empower you and allow you to affect  
the change you seek. You can make a difference.  
But you have to move beyond thinking and wishing  
to actually doing.”*

Somya Munjal  
Chief Youth Servant  
Youthful Savings

***Discover your passion.  
Develop your talents.  
Empower yourself.  
Make a difference.***

Illustrations by  
Trent Stafford  
Nelly Sarah Thom  
Marie Strejc-Wood

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# TALENT DEVELOPMENT PLAN

## CAREER PATHWAY(S)

- What careers align with my talents and interests?
- How can I apply my talents, passion and abilities within different aspects of a particular career?
- How can I transfer my knowledge and skills across different careers?
- How can I diversify myself to work across multiple careers to respond to a changing economic environment?

KEY APTITUDES	KEY ACTIVITIES	KEY PARTNERS	KEY RESOURCES
<ul style="list-style-type: none"> <li>• I am at my best when:</li> <li>• I am at my worst when:</li> <li>• Interest inventories:</li> <li>• Aptitude inventories:</li> <li>• Aptitudes I choose to develop:</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge I will need</li> <li>• Skills I will need</li> <li>• Enterprises/companies that require my expertise</li> <li>• Places I can acquire the education/training needed</li> <li>• Experiences I can acquire and experiment with the knowledge/skills I need</li> </ul>	<p>Who are my:</p> <ul style="list-style-type: none"> <li>• External experts</li> <li>• Collaborators</li> <li>• Mentors</li> <li>• Network members</li> </ul>	<ul style="list-style-type: none"> <li>• Tools</li> <li>• Portfolio of work/experiences</li> <li>• Online presence</li> <li>• Network</li> <li>• "Shotgun creator" - creator who can do the whole thing</li> </ul>
<p><b>VALUE PROPOSITION</b></p> <p>What are my core values? (vision/mission/fundamental beliefs/purpose)</p> <p>What do you do with an idea?</p>		<p><b>TIMELINE</b></p> <ul style="list-style-type: none"> <li>• Organize my critical path - put it on paper including key elements, timeframe, cost, and status of accomplishment</li> <li>• Allow for "white space" between steps but keep focused (be adaptable to adjustments but be cognizant of your decisions to adjust)</li> </ul>	
<p><b>COST STRUCTURE</b></p> <ul style="list-style-type: none"> <li>• Education/training costs</li> <li>• Material costs</li> <li>• Living costs</li> </ul>		<p><b>REVENUE STREAM</b></p> <ul style="list-style-type: none"> <li>• Career related work</li> <li>• Scholarships/grants/apprenticeships</li> <li>• Loans</li> <li>• Investments</li> </ul>	



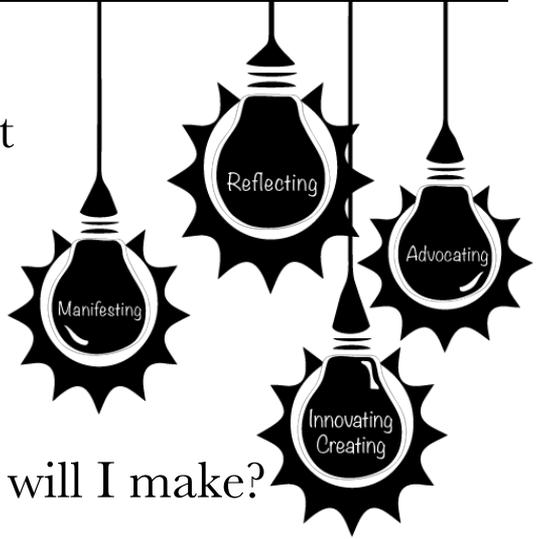
# Living mi Dream

Who am I?

Where do I want  
to go?

How will I  
get there

What difference will I make?



*Vision without action is merely a dream.  
Action without vision just passes the time.  
Vision with action can change the world.*

Joel A. Barker

Your Talent Development Plan will help you answer essential questions as you embark on your personal and career journey.

- 1) What big humanitarian or environmental problem(s) would I like to help solve?
- 2) What careers align with my talents and interests?
- 3) What education, training, and experiences will best develop my talents and skills I need?
- 4) How can I apply my talents, passion and abilities within different aspects of a career?
- 5) How can I diversify myself to work across different career fields?

When you go to a restaurant you don't say, "bring me some food." You are specific about what you want and you pick exactly what you want from the menu. Approach your life in the same way. Don't just say, "My goal is to go to college." or "My goal is to be an artist." Be specific. The clearer and more you visualize your goal, the easier it becomes to achieve it. Try to see yourself physically in your goal; ride in it, fly in it, rehearse it, get pictures of it, research people who are masters in it, immerse yourself within it.

## **How will I get there?**

### **Knowing Yourself**

*Aptitudes/Talents/Abilities*

+

### **Vision and Key Beliefs**

+

### **Problems I Want to Solve**

+

### **Key Partners and Resources**

*Education/Training /*

*Life Experiences/Network*

+

### **Financial Empowerment**

**PORTFOLIO OF TALENTS,**

**PRODUCTS AND**

**LIFE EXPERIENCES**

**Action Plan**





**DISCOVER**

*The True You.*

**STRATEGIZE**

*How will you get there?*

**CREATE**

*Who do you want to be?*

**DECIDE**

*What is your next step?*

*“You have brains in your head and feet in your shoes. You can steer yourself any direction you choose. You’re on your own and you know what you know. And you are the one who’ll decide where to go.”*

*Dr. Seuss*

# *Reflection*

## *How do I see myself?*

I am at my best when...

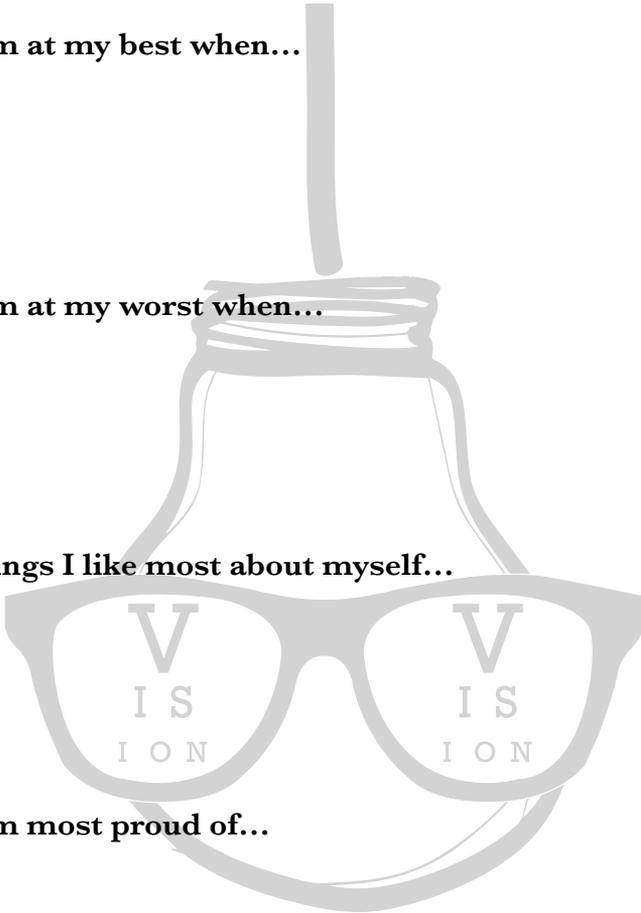
I am at my worst when...

Things I like most about myself...

I am most proud of...

What are the biggest challenges facing you?

**KEY APTITUDES**



**APTITUDE** is an inborn potential to do something. It may be physical or intellectual.

Outstanding aptitude is a **TALENT**.

Discovering your aptitude(s) and talent(s) and developing them through education, training and life experiences is an important step in having a successful career.

I'm naturally good at (talented):



- **Developing talent** means choosing to take a natural talent and learning how to develop it to mastery, becoming an expert at it. I'd like to become a real master at:





**Ability** is something you have learned to do well. It is acquired skills or knowledge, something you have learned how to do well.



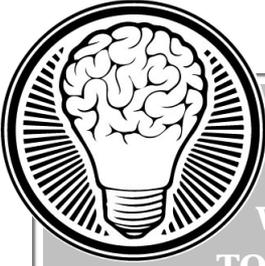
I might not be naturally talented at it, but I've learned how to do it (abilities). I'm good at:



You will need to learn many skills that may not come naturally to you. You can do it. When your talents and abilities compliment each other you have a powerful combination.



**If you think it, write it.**



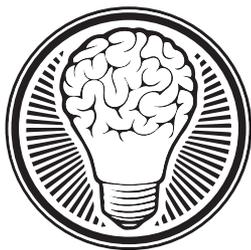
**DON'T ASK WHAT YOU WANT TO BE WHEN YOU GROW UP BUT WHAT PROBLEMS DO YOU WANT TO SOLVE. THIS CHANGES THE CONVERSATION FROM WHO DO I WANT TO WORK FOR, TO WHAT DO I NEED TO LEARN TO BE ABLE TO DO THAT.**

Jamie Casap  
Google Global  
Education Evangelist  
Adapted

**What keeps you up at night? What problem(s) are you passionate about solving?**

**What get's you up in the morning? What gives you hope, what energizes you, keeps you going, even when the going gets tough?**





## Key Beliefs

are traits or qualities that you consider not just worthwhile; they represent your highest priorities, deeply held beliefs and core, fundamental driving forces. These core values are also guiding principles because they form a solid core of who you are, what you believe, and who you want to be going forward. They keep you on track during difficult times.

### A personal vision:

- describes what you want to achieve in the future;
- is based upon key beliefs;
- helps identify key skills you will need to achieve your vision;
- drives you to take action (Key Initiatives);
- inspires you to do your very best.

Writing your personal vision and key beliefs statement will help you clarify who you are and help you focus on where you want to go.

It's not easy. In fact it is difficult. You likely will struggle and will re-write it several times before you are comfortable with it. There is no "right" answer. Most importantly, it's how you see yourself and how you see your life's journey.



## Writing Key Beliefs

Start with sentences and phrases and rewrite to eliminate words to narrow down to the core words that convey your beliefs.

Keep the number of Key Beliefs to three or four.

Review and revise over time.

***Try to use strong verbs and short sentences.***

*Just start writing. Don't worry about getting it perfect the first time. There is no "perfect." There is no judgment about what you write. All that matters is that your Key Beliefs are yours and you will be able to use them to help you make choices you will respect when you face problems or difficult decisions.*

Key Beliefs example of thinking and writing process:

*I really believe personal integrity is important when dealing with others.*

*Personal integrity with others is important.*

*When interacting with others integrity is important.*

***Interact with integrity.***

You may want to reference the Living miDream book, page 23.

Franklin Covey's online  
Mission Builder may be helpful also.



# MY **TOP FIVE**

## **KEY BELIEFS ARE:**

(things I will not compromise)

*Write them as sentences or phrases.*

A writing template for 'MY TOP FIVE KEY BELIEFS ARE:'. It features a vertical line on the left and five horizontal lines, each starting with a grey dot. The rest of the page is blank for writing.

# NARROW DOWN MY TOP FIVE THREE

## KEY BELIEFS ARE:

(things I will not compromise)

*Write them as sentences or phrases.*

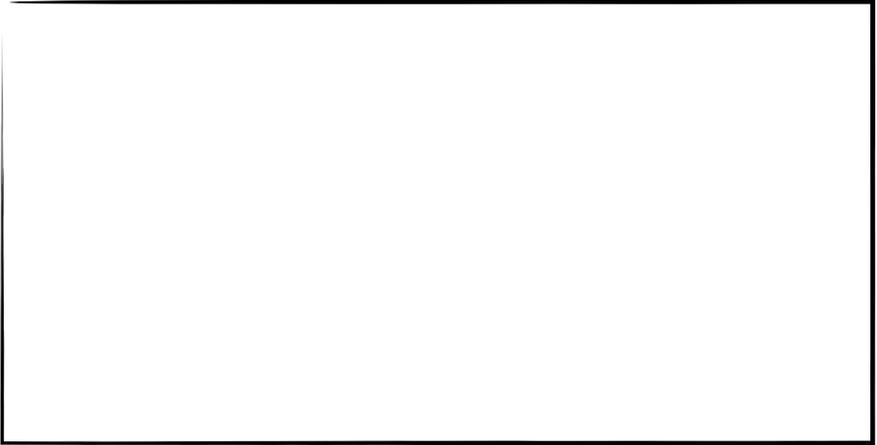
You may be able to combine or merge ideas from your original Key Beliefs to get the total down to three. If not, prioritize what is most important to you.

- 
  
  
  
  
  
  
  
  
  
  
- 
  
  
  
  
  
  
  
  
  
  
- 

Now begin to wordsmith these top three. Tighten up the sentences/phrases to essential words that convey the concept(s) that is critically important. After you have worked through this process, and you just feel like there needs to be a fourth one, then add it to your Key Beliefs. However, add only when you have this nagging feeling that something is missing and just has to be there.

# **KEY BELIEFS**

Version 2



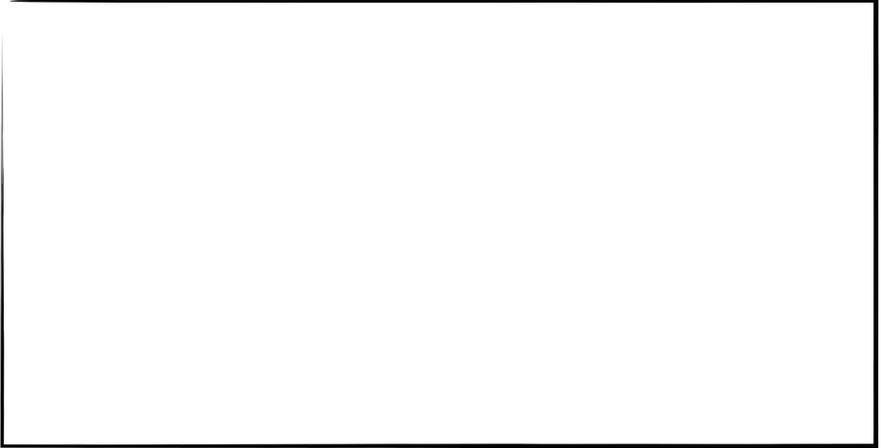
# **KEY BELIEFS**

Version 3



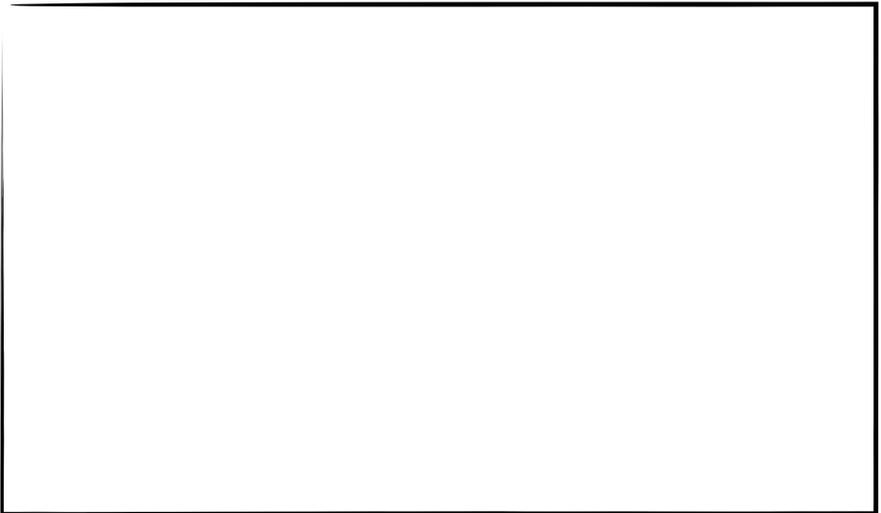
# **KEY BELIEFS**

Version 4



# **KEY BELIEFS**

*Final Version - For Now*



# VISION STATEMENT

Use the same strategy in writing your vision statement that you did in your Key Beliefs. One approach could be to start with problems that you are concerned about and envisioning what solutions to those problems would result in.

Example:

- **Problem** - I feel like not everyone is living and working to their fullest capacity. Sometimes it feels like others are not taking responsibility for their future and are more willing to take than to give. I just feel we all have the capacity to do more and be better if we knew how and were motivated.
- **Problem** - It seems to me that in school we are telling students what they need to do based upon teachers and administrators ideas and are imposing a curriculum that isn't connecting with students lives. And it feels like what we are teaching isn't really preparing students for life outside of school. I wish that students had more of a voice in making decisions about their education and that they took responsibility for developing their own talents.
- **Problem** - We need more leaders who are truly interested in improving the human condition and taking care of our environment. I feel like my ideas are often disrespected by leaders.
- **Problem** - Seems like there are a lot of unhappy and angry people. I wish more people were happy with their life. I think this could be addressed in part if people felt they had more control over their destiny. I think if more people had a purpose for living beyond themselves that everyone would feel better and we would get more important things accomplished.
- **Problem** - I wonder how I could make a difference to solve these problems?

**My vision** is a world where everyone is contributing to their fullest, a world where intrinsic talents are developed, where leadership empowers capacity building for every person and where people are happy with their life pursuits.

**Key beliefs** that my vision is based upon:

- *Opportunities Build Capacity*
- *Interact with Integrity*
- *Respect Diversity*
- *Purpose is Powerful*

# VISION STATEMENT

Another approach could be to think about your hopes, dreams, and desires for what the world and your place in it would look like. There are many things that are going well. Perhaps you want to support the good things that are happening.

Also, your vision statement should be something that you can rely upon when you are faced with new and challenge situations where you must make difficult decisions.

To get started, write what you are thinking today. Just start writing. You can refine and adjust your thinking over time.

**As I write my vision statement, what problems, concerns, hopes, and factors to consider when making difficult decisions am I thinking about?**

1.

2.

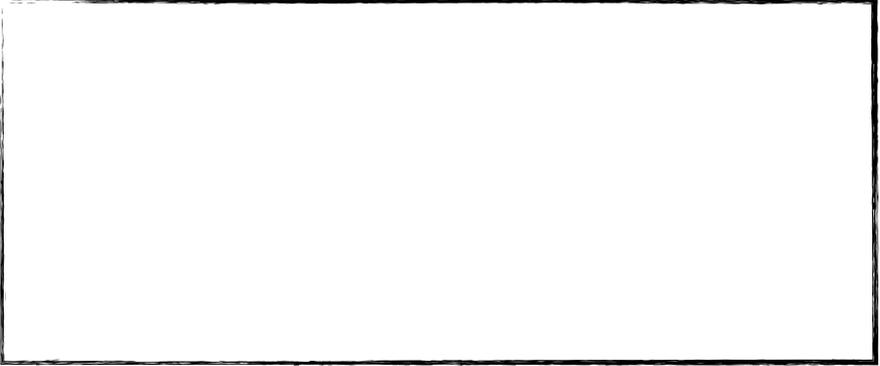
3.

4.

5.

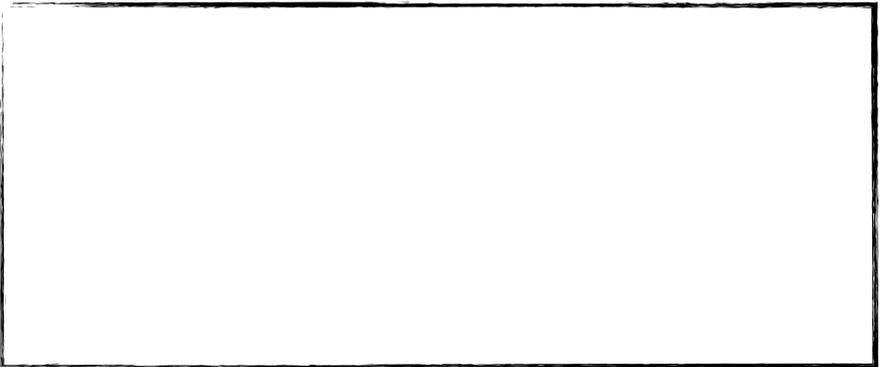
# **VISION STATEMENT**

Version 1



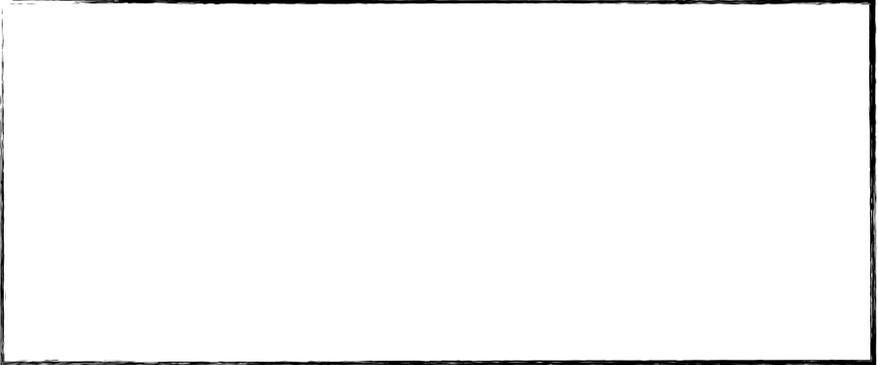
# **VISION STATEMENT**

Version 2



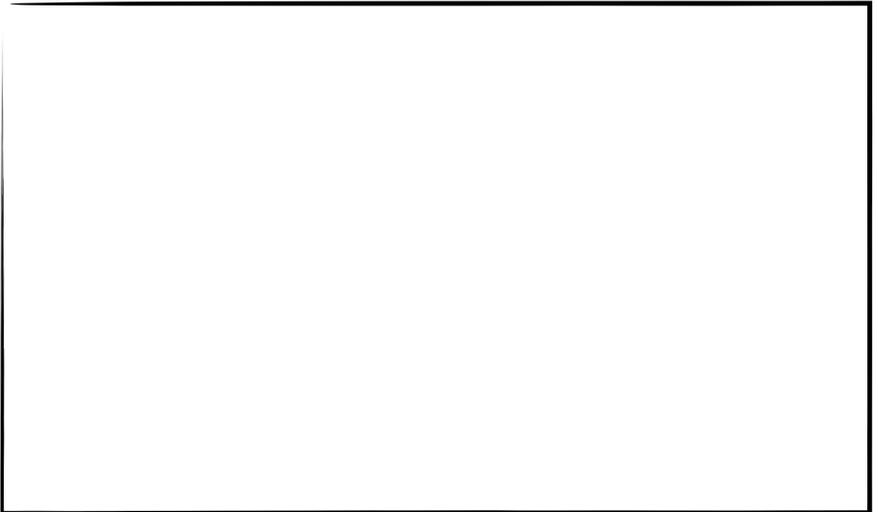
# **VISION STATEMENT**

*Final Version - For Now*



# **KEY BELIEFS**

*Final Version - For Now*



# CAREER CHOICES

**You are responsible for choosing which talents and abilities you will develop.** You are responsible for determining to what degree you will apply your talents and abilities to your life's purpose. Aligning your talents, abilities and passion(s) with your career choice(s) will empower you to determine the quality of your life and the impact you will have on others. Choose wisely.



Minnesota CAREERwise





# Careers

**How do I find out what is possible?**



Whether you are looking to explore careers, find training, or just work on your resume, the Illinois workNet Youth Guide can help. It can help you:

- Find skills and Interests
- Explore Careers
- Find Training
- Start a Resume
- Search for jobs
- Explore Networking
- Manage Money

**MY NEXT MOVE**



My Next Move is sponsored by the U.S. Department of Labor to assist in researching careers.

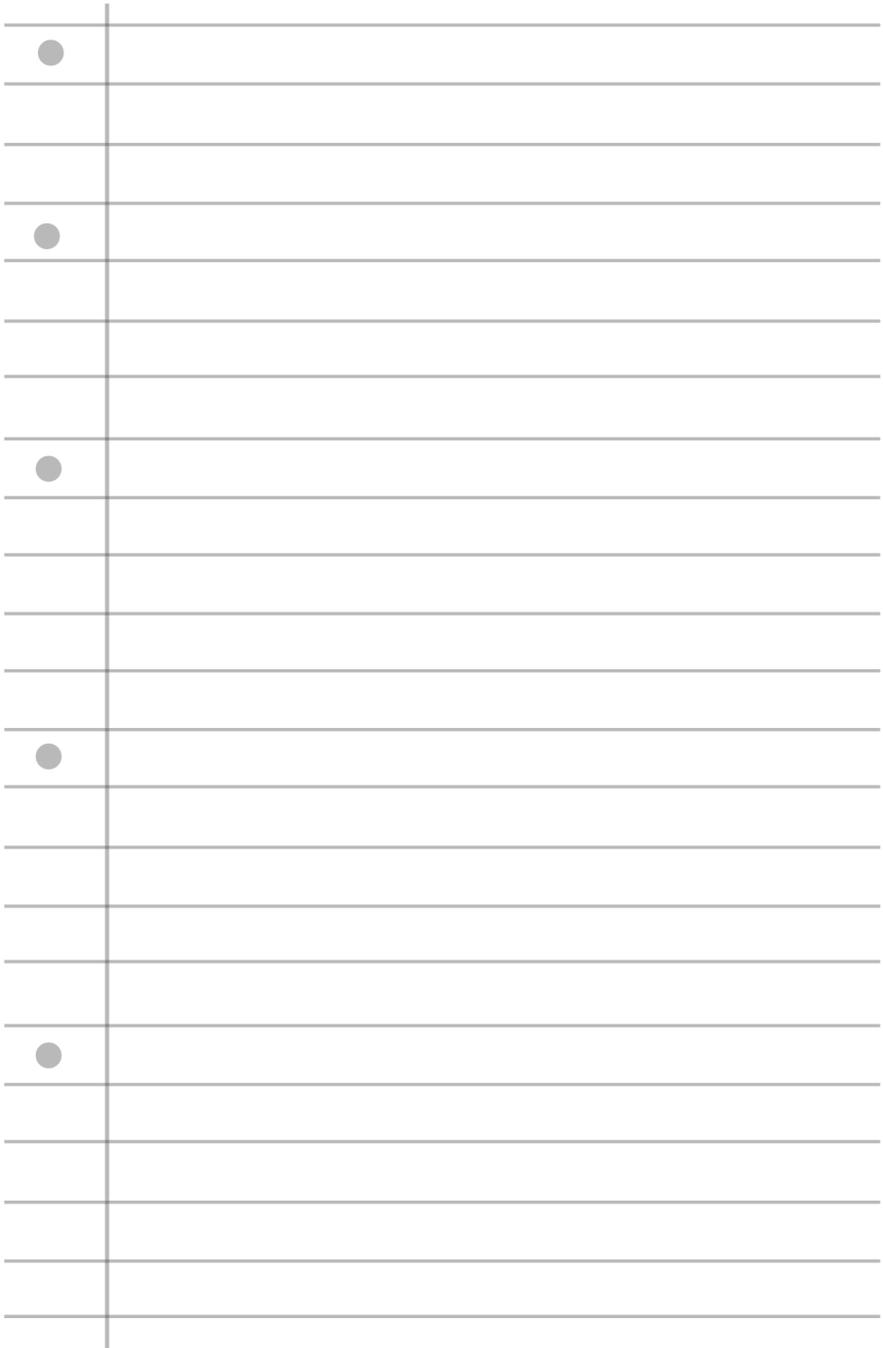
Find out about career possibilities and skills needed.

- Search careers by key words
- Browse careers by industry
- Link what you like to do with careers





**If you think it, write it.**



# Chunk it!

Big ideas can be intimidating, but even your biggest and most daunting goal can be achieved if you simply break it up into bite-sized chunks.

*Remember: the sum total of a lot of little efforts isn't little.*

- Initiative**
- the power to act or take charge
  - an introductory step
  - energy of action
  - begin and follow through on a plan of action
  - start something new
  - attitude required to start something

Identifying the **Key Initiatives**, the most important actions that are required to move you toward your goal, is an important step.

- What models of excellence can I examine to help me know what mastery looks like? Who is the best of the best?
- What knowledge and skills will I need?
- Where do I gain this knowledge and skill? College, trade school, work experience, mentor, colleagues, self-taught?
- What experiences can I engage in to help me develop my talents and abilities?
- What companies or businesses need my expertise?



# Be specific!

- Advocate**
- speak for yourself
  - take responsibility for action toward your goals
  - create opportunities that move you toward your goals

**DISCOVER**

*The True You.*

**STRATEGIZE**

*How will you get there?*



Begin with an outcome in mind.

Saying “I want to go to college” isn’t enough. Or “I want to get a job” isn’t enough.

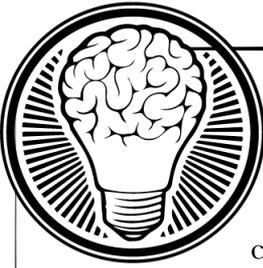
What specific outcomes will come from your actions?

What do you want to learn?

What skill do you want to acquire?

How will your experience(s) add to your living portfolio that will move you toward your goal(s)?

Are my specific actions supportive of my vision?



**Knowledge** is an understanding of a science, art, or technique, awareness of the past and current conditions, inter-relationship of important concepts and ideas, and awareness of potential future trends. It is driven by the desire to get better and better at something, to become a master at your craft.

**Skill** is the ability to carry out a task within given conditions such as time, money, and resources. Highly sought after skills include creativity, collaboration, being highly productive, and looking at complex problems from different points of view. It is the ability to use one's knowledge effectively.

**Attitude** is your state of mind, such as positive or negative attitude. Attitudes of openness, curiosity, and acceptance of diverse points of view are important to developing positive interpersonal skills.

*To maximize your return on investment (ROI) on the education you attain, it is important to clearly understand the knowledge, skills, and attitudes that are required for the career you wish to pursue. This will reduce the amount of time and money allocated to achieving your goal. (see page 57 on calculating ROI)*

A great place to start is to *talk with at least three expert people working in the field you are interested in.* Ask them about the knowledge, skill, and attitude that has led to their success. How did they attain these qualities?

Use blogs, twitter, facebook, Linkedin, email, social media and the old fashioned telephone to make a contact. Yes, it is possible to talk with the best of the best. People are always interested in talking about themselves and want to be helpful.

**Who are the top five companies or people in the field I'm interested in?**

**Contact the very best, the expert models you want to emulate. Find out what they think about the knowledge, skills, and attitudes needed to be successful.**

**DO IT NOW!**


**DO IT NOW!**



**WHO** are the top 5 experts

**WHEN** did I contact them?

**WHAT** did I learn?

1.

2.

3.

4.

5.



<b>CAREER(s) I'm considering</b>	<b>KNOWLEDGE and SKILLS needed for success</b>	<b>ATTITUDES needed for success in this career</b>

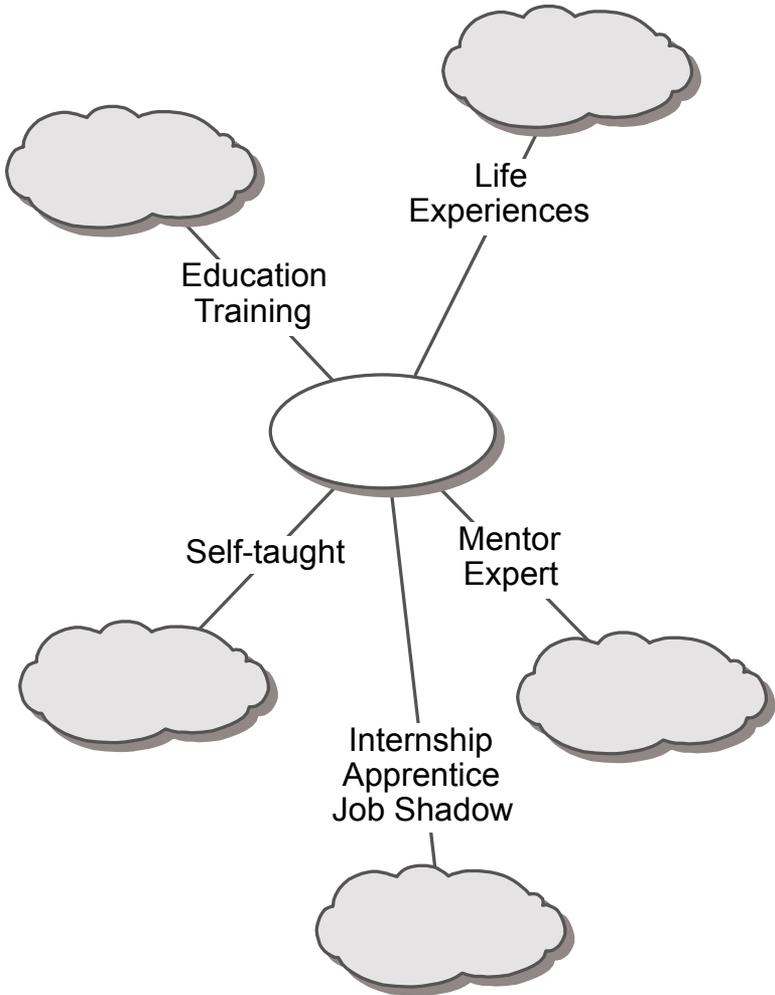
<b>CAREER(s) I'm considering</b>	<b>KNOWLEDGE and SKILLS needed for success</b>	<b>ATTITUDES needed for success in this career</b>

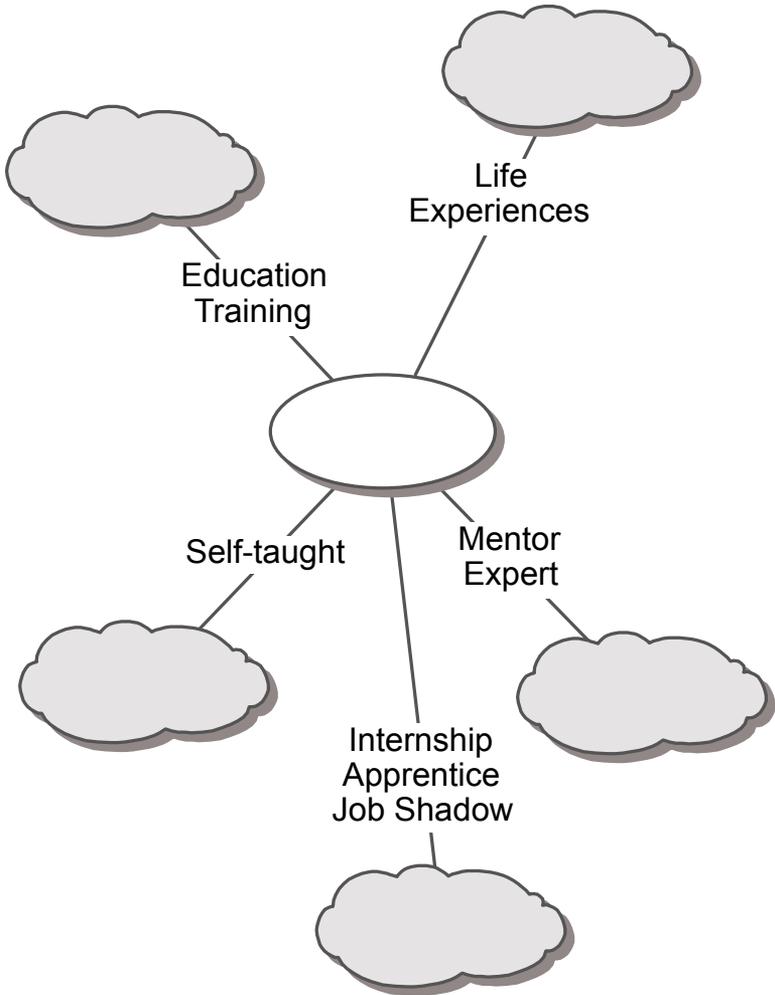
**Where can I best acquire the knowledge, skills and attitudes needed for success?**

<b>Knowledge / Skills Attitudes needed for success</b>	<b>Life Experiences work, volunteering, travel</b>	<b>Education college, trade school, workshops</b>	<b>Job Shadow Internship Apprenticeship</b>	<b>Mentor / Expert</b>	<b>Self-taught</b>

**Where can I best acquire the knowledge, skills and attitudes needed for success?**

<b>Knowledge / Skills Attitudes needed for success</b>	<b>Life Experiences work, volunteering, travel</b>	<b>Education college, trade school, workshops</b>	<b>Job Shadow Internship Apprenticeship</b>	<b>Mentor / Expert</b>	<b>Self-taught</b>







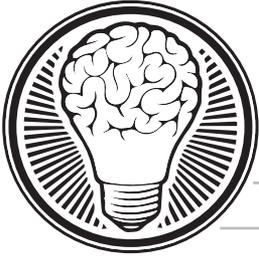
# Living mi Dream

Am I developing the talents I need to be successful on my journey? Am I developing the skills and attitudes I need to move me forward?

What five achievements have I accomplished so far?

- 1.
- 2.
- 3.
- 4.
- 5.





A series of horizontal lines for writing, with a vertical margin line on the left side. Four small grey dots are placed on the margin line at regular intervals.

**If you think it, write it.**

# KEY PARTNERS



## Who are my:

### • **External Experts**

Someone who has mastered their field of work and provides guidance to you. You seek out their expert opinion as you create your Talent Development Plan.

### • **Collaborators**

People you work jointly with on projects. Collaborators share ideas and work flow. They complement each other's work. They "plus" each other's ideas.

### • **Mentors**

A wise and trusted adviser. Someone who encourages, challenges, and guides you in pursuit of your goals.

### • **Network**

Verb: Connecting with others with the goal of partnership and mutual support toward common interests.

Noun: An interconnected group of people.

# WHO CAN HELP ME ON MY JOURNEY?

**Surround yourself with people who believe you can.** Share your goals - but only share them with people who can help you attain them.

**Benchmark test for choosing friends:**

Will spending time with this person drag me down or lift me up? Will he or she make me want to be a better person? Will he or she help me achieve my most important goals?

**List five people you know** who can help you achieve your dreams and goals.



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**List five people who you would like to get to know** to help you achieve your goals.

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---

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Key Partners



# NETWORK

## It's about Connecting and Caring Partnering and Sharing Plusing Each Other's Goals

Networking is about

- being genuine,
- being authentic,
- building trust,
- establishing relationships,
- seeing how you can help others,
- while advancing your own interests at the same time.

Effective networkers are:

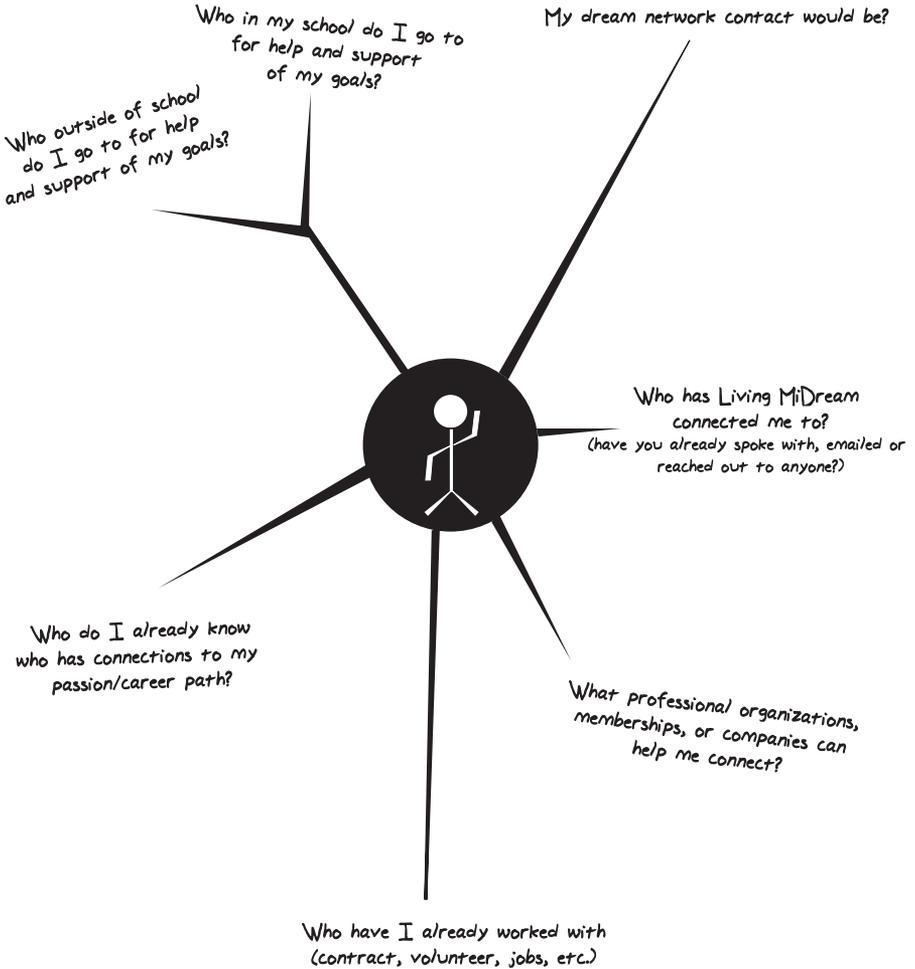
**C**urious-They are interested in people, events, and opportunities. They are constantly scanning the environment for new ideas and new connections.

**C**ommunicative-They ask questions and listen. Active listening is very important for networkers. They also look for ways to “plus” others’ ideas, to build upon other people’s interests and connect mutual areas of interest.

**C**onscientious-They follow through on commitments, follow-up with thank-yous, maintain communication, and produce high-quality work.

**C**onnectors-They connect people who have the capacity to help each other.

# Mi Network



## **How do I start to network?**

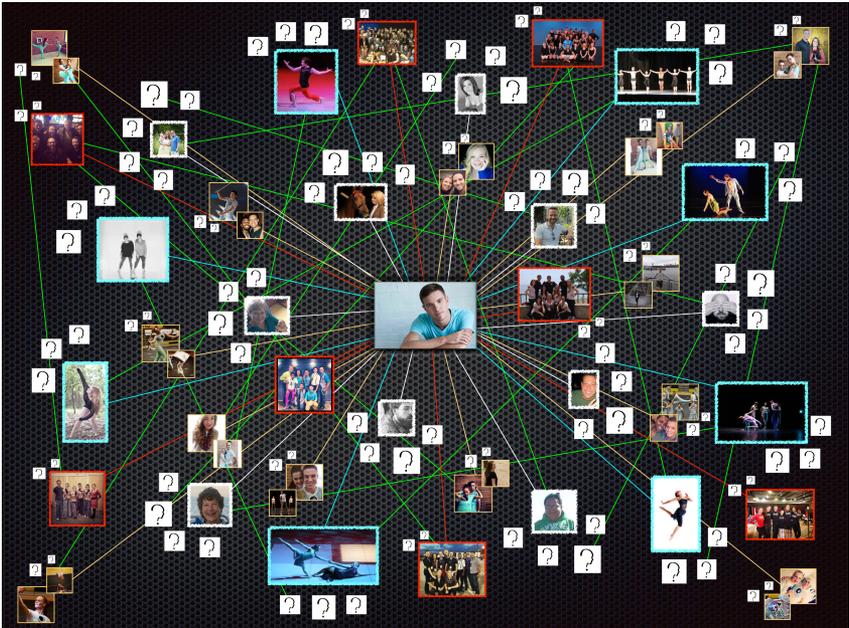
*The good news is that you already have. Family, friends, fellow students, teachers, co-workers, fellow volunteers are already part of your network.*

Everyone you come into contact with provides the potential to expand your network.

- Starting a conversation is the first step. The offer you make of saying “hello” opens the door for opportunities.
- Share why you are doing what you are doing at that very moment. Ask why the other person is in the same place doing the same thing you are.
- Ask open ended questions that encourage the other person to talk about themselves. Don’t pry, just have a friendly conversation where they do a lot of the talking.
- Listen for common interests in your conversation.
- Connect their interests with your interests in your mind. It’s up to you to make the connection.
- Share your interests with them and begin to make the connection verbally.
- Perhaps some immediate action will result, but most likely not.
- Make sure you leave the conversation with exchanging contact information. A business card is a great tool to always have on hand. If they don’t have one, you can always ask them to write down their contact information on the back of one of your cards. This keeps the connection on a more business/casual acquaintance level.
- Immediately after parting company, make a note about your conversation so you can reference it later if you decide to do a follow-up contact.
- Contact them if you want to extend the conversation around mutual interests. An offer of mutual benefit could lead to a collaborating partnership.
- Keep track of all your contacts. You never know when you may want to reach out to someone.

Networks overlap. Someone in your network is in someone else's. As you develop a broader network, that can connect you with other networks. A “web” of networks is built.

An interesting activity is to map your network. The mapping process helps visualize your network and see the interconnectedness across networks.

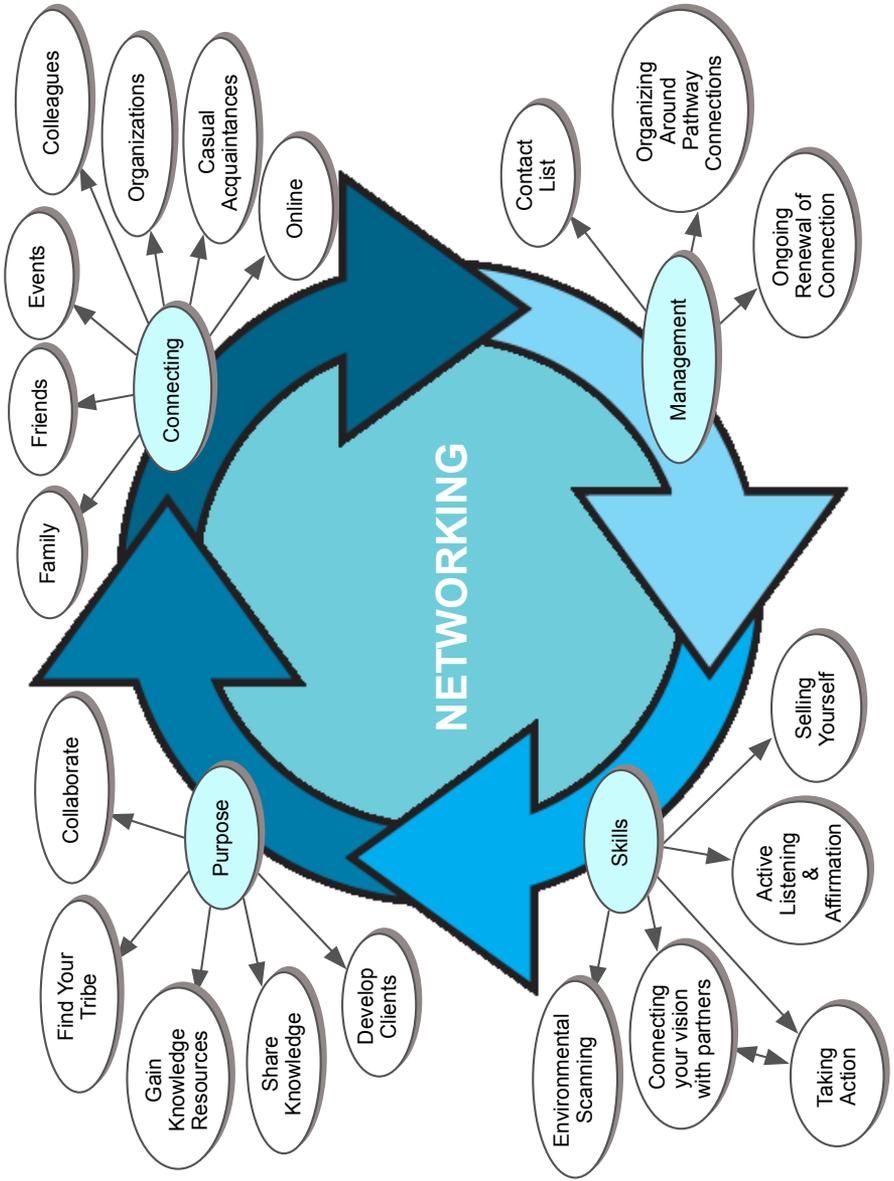


Another interesting activity is to list out the various roles you assume in your life, then quantify them. For example:

- Student, 25 teachers and mentors have invested in me;
- Athlete, 15 fellow athletes support each other's efforts,
- Performer, 50 performers have worked with me;
- Volunteer, 5 non-profits and over 25 other volunteers are part of my service network;
- Worker, 10 co-workers have worked with me;
- 
- 
-

# ***MY NETWORK MAP***

# MANAGE YOUR NETWORK FOR MAXIMUM BENEFIT





**If you think it, write it.**

**Key Resources:** Think of the experiences, products, tools, and channels that can help you market yourself.

Performance-based hiring is different than education-based hiring. Performance-based hiring looks at what you have accomplished and how you can transfer those accomplishments to a specific need a business has, a problem it needs to solve. We are living in a world that asks, “What have you done for me lately?” Both the process of solving problems and the products are equally important.

- Portfolio of work and experiences  
Your resume is a part of your portfolio, but it is not a complete reflection of who you are. Your portfolio of work should include how you apply the skills of communication, collaboration and creativity in the problem solving process. *Products* are important, but no longer stand on their own. Employers are interested in the *process* of finding solutions to complex problems.
- Tools, such as knowledge of software used within a business and machine operation are resources you will need to do your work. ***Other tools you might not think of are knowledge of systems of project management, brainstorming strategies, communication skills, finance, environmental scanning, and human relations*** (think “Seven Habits of Highly Effective Teens”).
- “Shotgun creator” has deep knowledge within a field and a broad knowledge of different fields. You also must have the ability to take on responsibilities in marketing, finance, technology, and business management. You must be able to work in many different aspects of a business.





**I've improved my communication skills by:**

Crucial conversations

Active listening

Questioning

Paraphrasing

Summarizing

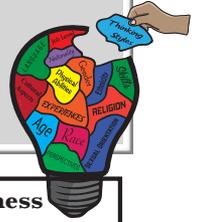
Presenting

Improvising





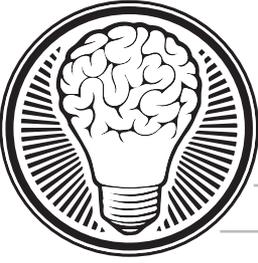
Emotional Intelligence is critically important in an increasingly diverse world



# How can I improve?

<p><b>Self-Awareness</b></p> <p>I am emotionally self-aware, self-confident, and accurately self-assess my emotions.</p> <p>👉👉👉👉👉👉👉👉👉</p>	<p><b>Social Awareness</b></p> <p>I show empathy and have a service orientation in my life.</p> <p>👉👉👉👉👉👉👉👉👉</p>
<p><b>Self-Management</b></p> <p>I demonstrate self-control, can adapt to changing situations, have a high desire to achieve and take initiative.</p> <p>👉👉👉👉👉👉👉👉👉</p>	<p><b>Relationship Management</b></p> <p>I am interested in helping others improve, actively engage in conflict resolution, build bonds with others and promote teamwork.</p> <p>👉👉👉👉👉👉👉👉👉</p>





A writing area consisting of a vertical line on the left and horizontal lines extending to the right. Four small grey dots are placed on the horizontal lines, serving as starting points for writing.

**If you think it, write it.**

# TOOLS OF THE TRADE

*What software, technology, or equipment is required in the career you are considering? List the application(s) and rate your proficiency.*

Reflect on your skill or knowledge level. Color in the number of bulbs below indicating your proficiency level.

What steps will you take to improve your proficiency?

Training Needed	Training Provided By School/Workshop/Online	Cost	Date Completed





\$

## Financial Empowerment

**understanding and managing money**

A key part to succeeding in developing your gift is to understand how much it will cost. It's also important to do a return on investment (ROI) exercise. It's okay to spend money on something that will benefit you in the future, but it's important to understand if your chosen career path will provide the benefit needed to live in the real world.

### **How much will developing my gift cost?**

Education Cost	
Training Cost	
Materials/ Equipment	
Other	
Total	

What is the average pay for some of the jobs that celebrate your gifts? Sites such as [payscale.com](http://payscale.com) and [glassdoor.com](http://glassdoor.com) are great resources.

What is the **return on investment** of developing your gift? (**Average Pay divided by Total Cost**)?





Where do you see yourself living once you are fully sharing your gift with the world? This will greatly affect your cost of living. For example, New York City is the most expensive city in the country and Chicago's cost-of-living is well above the national average whereas Austin, Texas has a much lower cost-of-living.

**What might my cost of living be?**

Monthly Rent	
Monthly Food	
Monthly Utilities	
Transportation	
Loan Payments	
Other	
Estimated Living Expenses	

**Sources of income**

Work - Monthly Pay	
Scholarships	
Loans	
Gifts from Others	
Investments	
Total Estimated Income	



**RETURN ON INVESTMENT** (ROI) can be viewed by comparing the money and time you invest in your education and training with the income and personal satisfaction you will receive as you apply your talents.

Only you can decide if your ROI potential meets your expectations. It is important to be thoughtful and aware of how you view ROI.

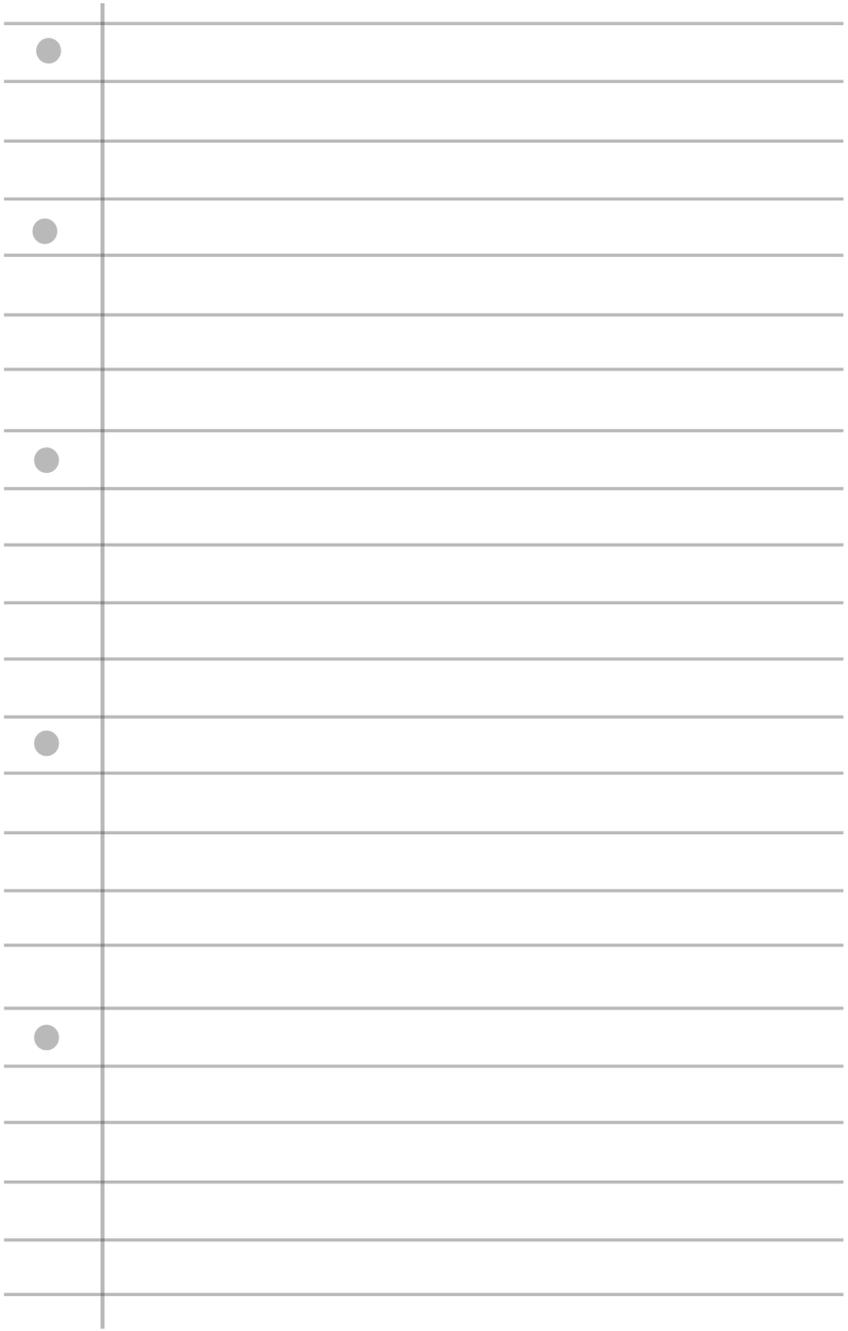
**How many years will it take me to pay off my college/training initial investment?**

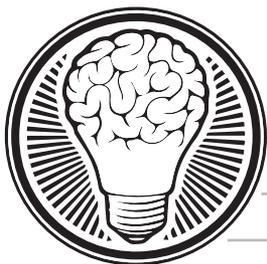
1	Total Cost of Education/Training from	\$
2	Average Yearly Pay for Career Choice	\$
3	Total Living Expenses	\$
4	Discretionary Funds = Pay minus Living Expenses (Row 2 minus Row 3)	\$
5	Years to pay off initial investment of education = Cost of Education divided by Discretionary Funds (Row 1 minus Row 4)	

**What satisfaction will I gain from applying my talent(s)?**

This is an impossible question to measure. Perhaps the best place to start is to look at your personal vision and key beliefs.

- Consider how your hoped-for personal and career journey align with your vision and key beliefs.
- Are you moving forward on making the impact that you envision?
- How are you on your “happiness” scale?
- Do you feel a sense of accomplishment?
- Are you feeling a sense of self-direction in your journey?
- Do you feel that even if you need to change directions you have the capacity to change?





A series of horizontal lines for writing, with a vertical margin line on the left. Four small grey dots are placed on the lines, serving as starting points for writing.

**If you think it, write it.**



- Started
- Working on
- Completed

**Action I need to take to complete/ move forward**

▶ <b>Identified top businesses in my field of interest</b>		

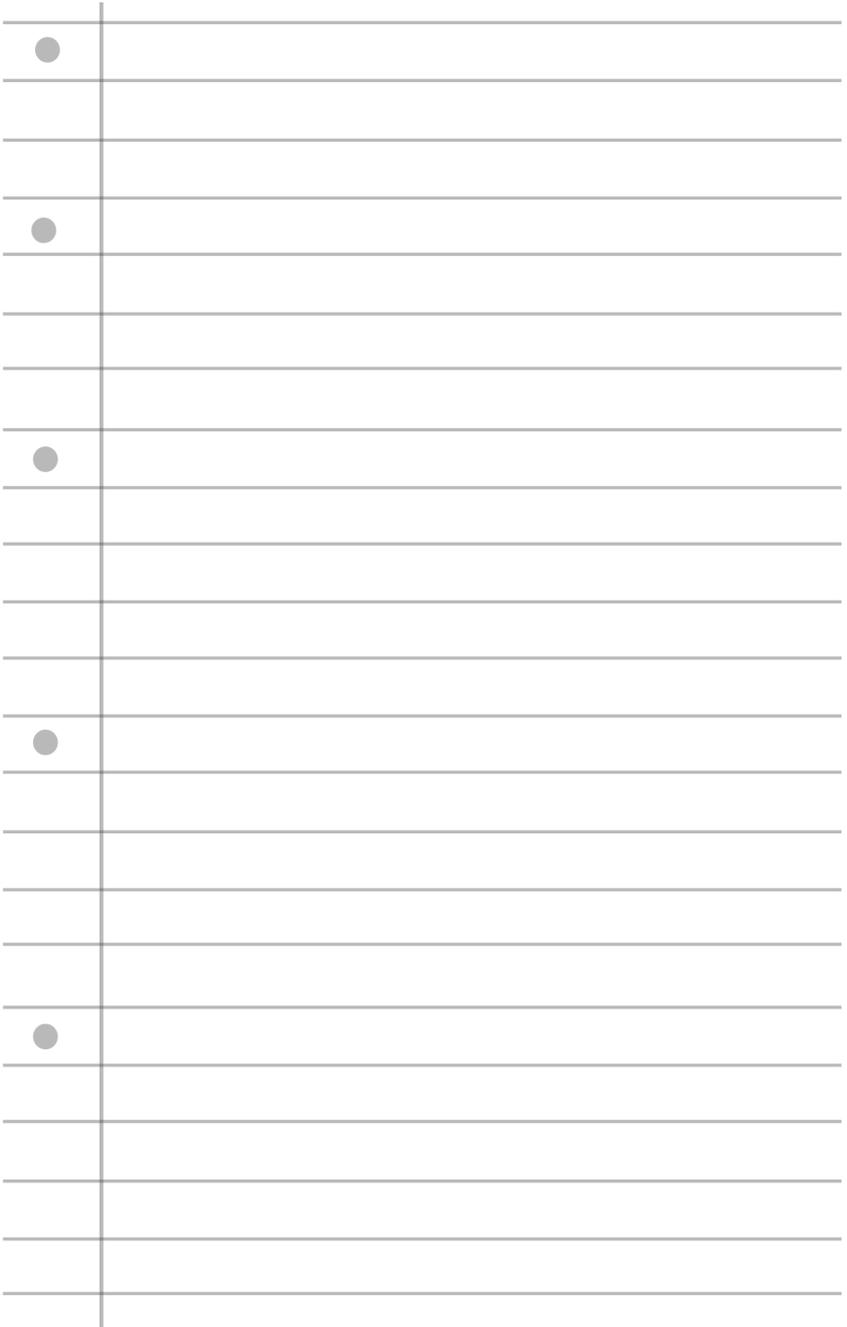












Setting your course. Staying the course.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_



p.29-30

**CAREER PATH**

What's Next?  
Purpose?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

- 💡 Wise decisions
- 💡 Develop a plan p.47-50
- 💡 Make connections with partners that can help p.52

**Mi Network p.54-57**

Volunteer, Job Shadow, Membership, Companies, Experiences

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

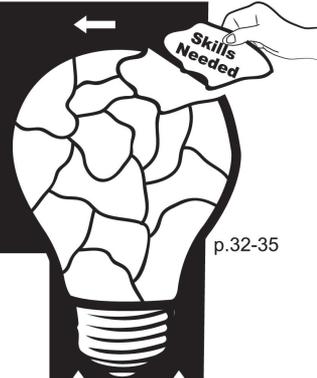
**Purposeful Work**

**True Colors Strengths**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_



p.32-35



HOW YOU SEE THE WORLD MATTERS.

p.20-23

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Personal Vision

Core Beliefs

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**START**

# TALENT DEVELOPMENT PLAN

## CAREER PATHWAY(S)

- What careers align with my talents and interests?
- How can I apply my talents, passion and abilities within different aspects of a particular career?
- How can I transfer my knowledge and skills across different careers?
- How can I diversify myself to work across multiple careers to respond to a changing economic environment?

KEY APTITUDES	KEY ACTIVITIES	KEY PARTNERS	KEY RESOURCES
<ul style="list-style-type: none"> <li>• I am at my best when:</li> <li>• I am at my worst when:</li> <li>• Interest inventories:</li> <li>• Aptitude inventories:</li> <li>• Aptitudes I choose to develop:</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge I will need</li> <li>• Skills I will need</li> <li>• Enterprises/companies that require my expertise</li> <li>• Places I can acquire the education/training needed</li> <li>• Experiences I can acquire and experiment with the knowledge/skills I need</li> </ul>	<p>Who are my:</p> <ul style="list-style-type: none"> <li>• External experts</li> <li>• Collaborators</li> <li>• Mentors</li> <li>• Network members</li> </ul>	<ul style="list-style-type: none"> <li>• Tools</li> <li>• Portfolio of work/experiences</li> <li>• Online presence</li> <li>• Network</li> <li>• "Shotgun creator" - creator who can do the whole thing</li> </ul>
<p><b>VALUE PROPOSITION</b></p> <p>What are my core values? (vision/mission/fundamental beliefs/purpose)</p> <p>What do you do with an idea?</p>		<p><b>TIMELINE</b></p> <ul style="list-style-type: none"> <li>• Organize my critical path - put it on paper including key elements, timeframe, cost, and status of accomplishment</li> <li>• Allow for "white space" between steps but keep focused (be adaptable to adjustments but be cognizant of your decisions to adjust)</li> </ul>	
<p><b>COST STRUCTURE</b></p> <ul style="list-style-type: none"> <li>• Education/training costs</li> <li>• Material costs</li> <li>• Living costs</li> </ul>		<p><b>REVENUE STREAM</b></p> <ul style="list-style-type: none"> <li>• Career related work</li> <li>• Scholarships/grants/apprenticeships</li> <li>• Loans</li> <li>• Investments</li> </ul>	