To create an effective development plan, it is important to look at your requirements, what is needed to fulfill these requirements, what you currently have to offer and what is required for success. Assess whether these are in or out of balance and if so, by how much and what you must do to bring them into balance. In doing so, you’ll discovers areas in which your skills and attributes are currently relevant or in need of development, as well as determine what factors might increase your level of satisfaction. After answering the questions, you should look for gaps, then move forward and develop a work plan.

**Mentee Developmental Goal Assessment**

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| --- | --- |
| **Your Requirements For Work/Life Fulfillment**  What are my values and interests?  What do I need to keep my life in balance?  What are my developmental needs? | **Contributions To Your Work/Life Fulfillment From Your Current or Desired Role**  What is the culture of the organization?  What benefits will help me achieve this life balance?  What are my growth opportunities? |
| **Contributions To Your Current Role or Desired Role**  How do I deliver value?  What are my skills and talents?  What is my competitive advantage? | **Requirements For Success in Your Current or Desired Role**  What is the mission and key objective for the organization?  What skillsets are needed to achieve success?  What changes may impact the organization’s requirements? |