



**Professional Development Day  
PERSONAL ASSESSMENT AND PLAN**

*“One cannot hit a target one cannot see.” Zen*

1. Reflect on the messages presented.
2. Take inventory of your own strengths and weaknesses.
3. Use this knowledge to plan your future.
4. Do it!

*“Even if you are on the right track, you will get run over if you just sit there!”  
Will Rogers*

<b>Left Brain Activities</b>	<b>Right Brain Activities</b>
<ul style="list-style-type: none"> <li>● Cultivate diverse interests.</li> <li>● Study, read, explore, grow.</li> <li>● Know the trends in your industry and others.</li> </ul>	<ul style="list-style-type: none"> <li>● Thinking is working. Think Entrepreneurially!</li> <li>● Schedule it! Take the time to think, reflect, capture a vision, uncover an idea, allow an inspiration to bubble up to the surface.</li> <li>● Record random thoughts, bits of inspiration, or just interesting stuff.</li> </ul>
<b>My Strengths: How am I going to leverage my strengths?</b>	<b>My Weaknesses: What am I going to do to mitigate my weaknesses?</b>

*“Leadership is action, not a position.” Donald McGannon*

## ORGANIZATIONAL ASSESSMENT

1. Reflect on the messages presented.
2. Assess your Organizational Culture, Processes, and Rewards.
3. Answer the following questions. "Yes" or "Not So Much."
4. If the answer is "Yes" celebrate and keep up the good work.
5. If your answer is "Not so Much" what are you going to do about it?

<b>"Yes" or "Not so Much"</b>	<b>If "Not so Much" what are you going to do about it?</b>
<b>We periodically schedule significant time to brainstorm and record new ideas.</b>	
<b>We encourage professional development that goes beyond job related tasks.</b>	
<b>Risk is rewarded and failure is used as a learning tool.</b>	
<b>We embrace and encourage diversity in thinking, behaving, and contributing.</b>	
<b>Performance reviews contain an analysis of employees' contributions and commitment to innovation.</b>	
<b>There is significant investment in employee development.</b>	
<b>Industry trends are well researched and are part of meeting agendas.</b>	
<b>There is a sense of urgency surrounding change and innovation.</b>	
<b>Leaders are flexible and open to change.</b>	
<b>There is a strong culture of camaraderie and collaboration.</b>	
<b>People are committed to the organization's vision, core values, and mission.</b>	
<b>Teams exhibit self direction.</b>	
<b>We are a listening organization.</b>	
<b>Decisions get made fairly quickly.</b>	
<b>Employees have strong communication skills.</b>	
<b>New roles and assignments are accompanied by strong training and coaching.</b>	