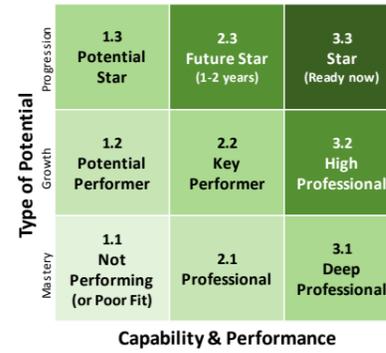


## MY DEVELOPMENT PLAN

You can use the *Dynamic Talent Map* (9-box grid) to identify the best development focus for where you are at in your career 'right now'. For example, the development needs for a Deep Professional will be different to those of a Potential Performer. Focusing on the right kind of development will support you to be successful – in your job and your career.

Also remember that 70% of learning is through on-the-job experience, 20% is through others, and 10% is typically from formal learning experiences.

Note: this should be regularly reviewed to capture changes in aspirations, capability & performance.



My development plan				
Identify your development activities across a variety of different learning formats. Most of your activities should take place on the job.				
Development objective	Actions	Who	When	Review / comments at 6 & 12 months
The capability, skill, experience, or behaviour required	What will you do to learn, grow and develop? How can you leverage your talents and strengths?			
1.				
2.				
3.				



## MY TALENT PROFILE

Complete this talent profile together with your manager. Use it to promote your career interests, strengths and development needs.

Note: This information should be captured in the Talent Management Information System (TMIS), where appropriate.

THIS TALENT PROFILE IS CURRENT AS AT: **<INSERT DATE>**

Name	
Current role	
Business group	
Organisation	

### STAFF-IN-CONFIDENCE

The information captured in this document is used as the basis for your development. Career Boards and/or other talent forums may review the information about your aspirations and development focus, as appropriate. The table cells are set to fixed row heights to keep the content on one page. Please edit your text so it fits into the space.



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STATE SERVICES COMMISSION  
Te Komihana O Ngā Tari Kāwanatanga



New Zealand Government

## MY TALENT PROFILE

### Education and training Capture key education and training relevant to your career.

<b>Qualifications</b>	
<b>Leadership &amp; management programmes / courses</b>	<b>Functional or specialist skills (if applicable)</b>
List the most significant formal development you have received	Includes knowledge and skills in any specialised field(s).

### Performance results List your performance results for the last two years.

Year	Position or role(s)	Rating

### Previous roles and experience What previous leadership and management roles have you held, and when? Summarise your most relevant experience relevant to your career and aspirations.

<p><b>List your previous roles and experience</b></p> <p>Include the job title, organisation and timeframe for each</p>	<p><b>What type of experience have you gained?</b></p> <p>Include reference to:</p> <ul style="list-style-type: none"> <li>• Leadership experience</li> <li>• Mix of operational / policy / corporate experience</li> <li>• Mix of private and public sector experience</li> <li>• Multiple agency experience</li> <li>• Organisational change experience</li> <li>• Other experience, e.g. specialist or functional</li> </ul>
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### Experience I am seeking List any types of experiences that you are seeking to advance your career.

<p><b>What type of experiences are you ideally seeking in the next 12 months?</b></p> <p>For example:</p> <ul style="list-style-type: none"> <li>• Leading change implementation</li> <li>• Managing financial issues</li> <li>• Working in roles engaging with Ministers</li> </ul>
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### Assessments Use assessments to help inform a targeted development plan.

<b>Date of assessment</b>		<b>Type of assessment</b> e.g. Leadership Insight, LSP 360	
<b>Insights or themes that I'd like to act on</b>			
<b>Date of assessment</b>		<b>Type of assessment</b> e.g. Leadership Insight, LSP 360	
<b>Insights or themes that I'd like to act on</b>			

### Career aspirations – short term What are your short-term career aspirations? Think about previous roles and experience. Consider the areas where you should continue to develop knowledge, skills, and abilities.

<b>Desired position (next 12 months)</b>			
<b>Readiness for position (discuss with manager, as appropriate)</b>			
<input type="checkbox"/> Ready now or within 12 months	<input type="checkbox"/> Ready in 1–2 years	<input type="checkbox"/> Ready in 3-5 years	

### Career aspirations – longer term What are your longer-term career aspirations? Think about previous roles and experience. Consider the areas where you should continue to develop knowledge, skills, and abilities.

<b>Desired position (3 to 5 years)</b>			
<b>Readiness for position (discuss with manager, as appropriate)</b>			
<input type="checkbox"/> Ready now or within 12 months	<input type="checkbox"/> Ready in 1–2 years	<input type="checkbox"/> Ready in 3-5 years	

### Development priorities What do you need for your career aspirations (e.g. leadership capabilities, specialised knowledge, or functional/technical skills)? How can we build on your strengths and manage any capability gaps?

<b>Short term</b>	
<b>Long term</b>	