

PRESENTED BY
MACNY

BUILDING YOUR GROWTH PLAN



QUICK START GUIDE

For more information or to register for the full Growth Plan class, email David at dfreund@macny.org



BUILDING YOUR GROWTH PLAN

STEP ONE

Where do you want to go? This may be the hardest step. You won't be able to answer this question quickly because you'll need to look very deep and discover your purpose and values. No one can give you the answers because it's different for each person. Below are seven questions that might help you. By answering these seven questions, you will discover what is most important to you.

WHAT MAKES YOU SING?

WHAT MAKES YOU CRY?

WHAT MAKES YOU DREAM?

WHAT MAKES YOU FEEL ALIVE?



BUILDING YOUR GROWTH PLAN

STEP ONE

WHAT DO YOU HAVE TO CONTRIBUTE THAT IS UNIQUE?

WHAT IS YOUR GIFTEDNESS?

WHAT ACTIVITIES ARE MEANINGFUL TO YOU?

You might be asking, **“What does this have to do with my career?”**

The quick answer is this, **“How disappointed will you be to work very hard building and climbing a ladder only to find that it's leaning up against the wrong wall?”**



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EPISODE 114 OF **THE NEXT PAGE** PODCAST.



BUILDING YOUR GROWTH PLAN

STEP TWO

Napoleon Hill put it best, “Strength and growth come only from continuous effort and struggle.” Growth is not supposed to be easy. It should be challenging and take effort. You can’t grow by accident. **Step 2 brings the challenge of looking in the mirror and facing your personal reality** so you can get a clear picture of where you are.

The first step in determining where you are is conducting a **Closest Friend Assessment**. Pick two people who you feel know you the best. Ask them two simple questions: What is my greatest strength? What is my greatest weakness?

WHO WILL YOU ASK TO COMPLETE A CLOSEST FRIEND ASSESSMENT? WHEN WILL YOU ASK THEM?

WHAT DID YOU LEARN ABOUT YOUR STRENGTHS?

WHAT DID YOU LEARN ABOUT YOUR WEAKNESSES?

These answers become essential building blocks for your growth plan. You want to build on strengths and identify weaknesses to see how they need to be addressed.



BUILDING YOUR GROWTH PLAN

STEP THREE

Step 3 is about **finding resources to support your growth plan**. The best use of your time is to seek out resources that will help you continue **developing your strengths**. After that, look at the areas that you defined as weaknesses. Is your weakness a character flaw or a skill set issue? Character flaws must be worked on and improved. Skill set challenges can be learned, provided you have an aptitude for it. If you don't have an aptitude for a specific skill, your best option may be to team up with someone who has the aptitude you are missing.

There are several types of resources that can help you throughout your growth journey. Below you'll find a few of many options.

Books – Books are a fantastic resource because they come in various formats and in most cases can be free. If you are a traditionalist, you can still read a good old fashion hardbound or paperback book. If you are one who likes to travel light, you can read your book on a tablet. Maybe you prefer listening to audiobooks while driving, working out, or doing chores around the house. The great thing about books is all three formats are available from your local library. It won't cost you a dime. One thing you need to remember if you are using books as part of your growth plan is that you need a method for collecting and saving the information you glean from the books. Perhaps it's a journal or a file on your computer—find a method that works for you and be consistent.

Classes – The next most obvious resource would be training classes, both traditional in-person and online formats. In many cases, companies will pay for employee development.

Mentors – If you are the smartest person in the room, you are in the wrong room. You need to find people who are experts on the topics you want to grow in. These may be mentors you know personally or mentors you find online or in books. Find an expert and let them mentor you. Be hungry to learn and prepared to implement the ideas they share with you.

Networking – Networking is a great way to find mentors and training opportunities. Spending time with people who are on a similar journey as you allows you to find additional learning opportunities. More often than not, your networking takes place at enjoyable events, so get involved, have some fun, and grow.



BUILDING YOUR GROWTH PLAN

STEP THREE

Use the space below to brainstorm how these resources could work for you.

BOOKS

PODCASTS

IN-PERSON OR DIGITAL TRAINING

MENTORS

NETWORKING

OTHER IDEAS



LOOKING FOR MORE? CHECK OUT
EPISODE 116 OF **THE NEXT PAGE** PODCAST.



BUILDING YOUR GROWTH PLAN

STEP FOUR

It's time to build your complete growth plan! Use the information you have already worked through to create your final plan.

Review your notes from Steps 1 - 3 and **begin aligning the resources** defined in Step 3 with your strengths, weaknesses, and value reflections. Line up **specific resources** for each one of your value words or statements. Make sure to also **determine frequency**.

The last part of Step 4 is to **develop a system for tracking your progress**. If you are a person who journals, this can be as simple as a question each day regarding what you learned in the last 24 hours. Daily reflection questions may also cover this process. Whatever tool you use, make sure it is easy to use on a daily basis because **consistency is the key to real growth**.



EXAMPLE - PERSONAL GROWTH

RESOURCES

- *Books - I will use books in written and audio format. My goal is one book per month.*
- *Podcasts - I will listen to leadership and productivity focused podcasts. My goal is at least two per week.*
- *Events - I will attend the International Maxwell Certification conference annually. I will also host Live2Lead each fall.*
- *Social Media - I will follow seven different organizations or people on Instagram that offer me short daily quotes for inspiration.*

MEASUREMENT AND TRACKING

- *Use my daily reflection questions to measure the progress I'm making*
- *Use the Coach.me app to track the completion of my habits*



REVIEW DAVID'S GROWTH PLAN EXAMPLE ON EPISODE 117 OF **THE NEXT PAGE** PODCAST.



BUILDING YOUR GROWTH PLAN

PAGE TEMPLATE

VALUE:

WHAT IS GOING WELL?

WHAT IS NOT GOING WELL?

WHAT IS MISSING IN THIS AREA?

WHAT AM I UNSURE ABOUT IN THIS AREA?

RESOURCES I CAN USE TO GROW IN THIS AREA?

HOW WILL I MEASURE AND TRACK MY GROWTH?
