

Personal Growth Framework

Start here! →

1 In one sentence, what do you really want to accomplish next in your career, and why?
Think bigger picture: maybe you're working towards a specific role (A TL, Architect, or manager)? Maybe you want to get even better at your current job?

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Now a quick exercise to get the brain warmed up...



3 List 3 things you **could be doing better** in your current role

1.

2.

3.

2 List 3 things **you're doing well** in your current role

1.

2.

3.

4 Now for each of the following 3 skills, **jot down your strengths, plus areas for improvement**
Tip: for inspiration, look at your current job description, the job descriptions for your role at other companies you respect, peers you look up to in the industry

| | |
|--|---|
| Technical Skills <i>Think about: Knowledge of best practices, testing, refactoring, clean code, tooling, new technologies</i> | Strengths: |
| | Areas for improvement: <p style="text-align: right;"><i>Now rank yourself → I'm a ___/10 on Technical Skills</i></p> |
| Communication <i>Think about: Written and oral communication, presenting, explaining work to peers and non-technical people, proactive communication</i> | Strengths: |
| | Areas for improvement: <p style="text-align: right;">I'm a ___/10 on Communication</p> |
| Leadership <i>Think about: Problem solving, leading by example, coaching & mentoring, developing processes, empathy, understanding the business</i> | Strengths: |
| | Areas for improvement: <p style="text-align: right;">I'm a ___/10 on Leadership</p> |

5 Now read and re-read what you've written for each skill. Looking back to your answer in step 1, and considering how you've ranked your abilities across the 3 skills, **underline the opportunities** that feel particularly impactful & exciting to focus on. Choose 3, and in the section below write down each goal and how you're going to achieve it

| Goal | How I'm going to achieve it |
|------|---|
| | <ul style="list-style-type: none"> • • • |
| | <ul style="list-style-type: none"> • • • |
| | <ul style="list-style-type: none"> • • • |

Now what? Congratulations, you've just invested some effort into developing and growing – treat yourself to a cup of tea! Now have a think about: getting feedback on your goals, focussing on achieving them, checking-in regularly, and celebrating.