

# Template for Clarifying and Organizing Personal/Professional Growth

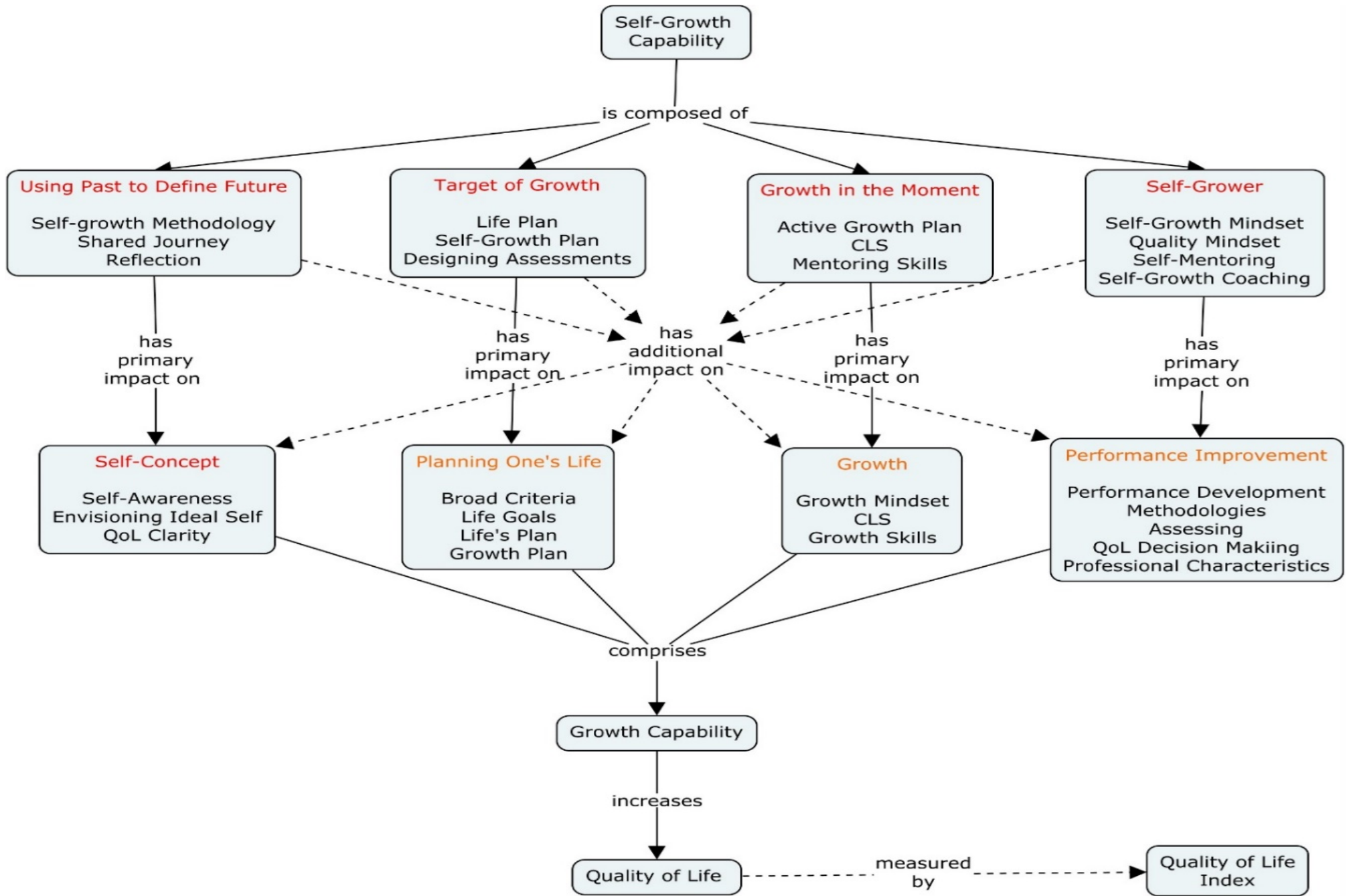
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# Background

- A growth template has been in use for several years.
- The authors have participated in multiple cycles of the annual Self-Growth Community, exploring concepts and best practices associated with the journey of personal/profession growth and self-growth.
- At the start of our paper collaboration the authors were at diverse phases of implementing a growth template. This was an ideal environment for proposing a next generation tool that would appeal to both novice and veteran users.

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# Overview of Template

## Growth Plan Template



Usage Log	Date plan established _____ Last date plan reviewed/revised _____ (Can add goals, etc.)
Component of Plan	Details of Plan
<i>Self-Concept</i>	
Life Qualities	<b>Prompts:</b> => <i>Envision ideal self – future self-concept about the individual you want to become</i> => <i>Clarifying life quality – putting elements of ideal self in relief to assure seamless integration</i>

## *Planning One's Life*

Broad Criteria

**Prompts:**

=> *Operationalize self-concept.*

=> *Look for models/schema (personally compelling organizational frameworks for each key area of your life) from which you can derive criteria for conducting daily activities that move you in the direction of your life vision.*

Life Goals and  
Milestones

**Prompt:**

=> *Statements connect long-term goals with short-term milestones.*

<i>Performance Improvement</i>	
Risk Factors  <b>Resources:</b> <a href="#">Identifying Risk Factors</a> (Horton, 2015)	<b>Prompt:</b> => <u>In order to reach life goals/milestones</u> , what major difficulties are anticipated?
Professional Characteristics  <b>Resources:</b> <a href="#">Professionals Guide to Self-Growth</a> (Apple et al., 2018)	<b>Prompt:</b> => What professional characteristics should be pursued to remediate risks and motivate desired performance?
Key Performance Areas  <b>Resources:</b> <a href="#">Classification of Learning Skills</a>	<b>Prompts:</b> => Key performances and methodologies to focus on, informed by the professional characteristics and risk factors

<i>Growth</i>	
Key Learning Skills  <b>Resources:</b> <a href="#">Classification of Learning Skills</a>	<b>Prompts:</b> => <i>List each skill and its definition.</i> => <i>Organize thematically for easy reference.</i> => <i>Connect learning skills with key methodologies.</i>
Key Growth Skills  <b>Resources:</b> <a href="#">List of Growth Skills [link to be added]</a> Hurd et al, 2021)	<b>Prompts:</b> => <i>List each skill and its definition.</i> => <i>Give context and explain how growth skills will strengthen key learning skills.</i> => <i>Relate growth skills to life goals/milestones.</i>
Assessment System <b>Resources:</b> <a href="#">SII Method.</a> (Wasserman and Beyerlein) <b>List of Self-Growth Skills [link to be added]</b> (Apple et al, 2021)	<b>Prompts:</b> => <i>What tools will be used with what frequency? What assistance is needed?</i>
Mentor(s)	



# Small Group Discussion

- Choose roles in each team: Captain, Recorder, Spokesperson, Skeptic, Optimist (may need to wear a couple of hats)
- Recorder should keep a log of group activity in a word document and submit by replying to the thread for this Topic.
- Examine the Growth Plan Template and the Mahaffey example.
- Answer these two Critical Thinking Questions:
  1. For your assigned component, what are the most powerful prompts? Why?
  2. Not all growth components are included in the template; are others essential?
  3. What burning questions would you like the authors to address?
- Be prepared to summarize your findings, referencing your posts.

# Post Activity Opportunity

- **Freewrite** - Within the next week, take 30 minutes and create a skeleton of the growth plan for your professional growth for the next academic year.
- Reply to the thread for this session, attaching your document for feedback from one of the authors. Supply an SII about your use of the growth template.
- Add a note if you are interested in being part of the research team working on scholarship around the template.