

Development Reflection

“You will never be tomorrow what you aren’t becoming today.” – Annie F. Downs
“What got you here won’t get you there.” – Marshall Goldsmith

One of the most important aspects of leadership is learning to *consistently* lead, develop, and care for ourselves as well as others—not only when we are part of a structured program with accountability, but also when no one is watching. In this development reflection, invite the Lord to give you insight into your own heart, needs and dreams. Ask Him to provide the resources you need to accomplish the specific developmental goal(s) that will move you toward becoming all that God has designed you to be.

Where am I going? (Set Direction)

Where do you see yourself in 3-5 years? Think about the overall picture you would like to be true rather than detailed specifics. Think through areas like financial, emotional, and relational health, career development, ministry focus and skills, international or US based, marriage and family, relationship with parents, character development, etc. This is a time for *dreaming more than planning*. The goal isn’t to make decisions but to help you set a trajectory that will inform what kind of development you want to focus on next.

Where am I now? (Know yourself and create Alignment)

- **What do you know about yourself as a leader?** What are your personal strengths and weaknesses? Your professional abilities and vulnerabilities? Consider inviting trusted mentors/supervisors to help you accurately assess this. Ask the Lord to show things you don’t even know to think about.
- **What do you need in the next 3-5 years** to develop you *toward* your future goal? Think about all areas of your life. For example:
 - Spiritual growth and development—skills, knowledge, experience, mentors
 - Character qualities to grow in
 - Professional Development—skills, knowledge, experience, mentors
 - Financial health
 - Emotional health
 - Physical health
 - Relationships—peers, mentors, non-Christians, disciples
 - Family needs and responsibilities

What’s the next best step? (Motivate and Manage)

Choose ONE area to zero in on as your developmental goal for the next 6-12 months. Don’t try to focus on everything all at once. You might have multiple areas you want to grow in, but limit your focus to the “next best” step—in other words, the focused development that most aligns and helps you with your current responsibilities. Set a goal. Work toward it. Re-evaluate and set a new goal. Remember that people can accomplish *less than* they think in one year and *more than* they think in three years. This plan could include some (if not all) of the following:

- Input - books, Bible studies, videos, etc.), conferences or trainings
- Mentor(s)
- A personal retreat
- Reflection activities – ways to process what you are learning
- Stretch activities – writing, video production, summary charts/diagrams, etc.
- Pass-it-on activities – we learn best when we teach others