

CUSTOMIZED GROWTH PLAN

*Duke Energy Leadership
Assessment Program*

GUIDE TO CUSTOMIZED GROWTH PLAN

This brief guide provides you with questions and pointers regarding completing your Customized Growth Plan.

Preparation

Ensure you are able to complete your Customized Growth Plan in a location free from distractions. Silence your phone, email, and any other potential pings, dings, and distracting noise in the environment so that you can engage in deep reflection. Do whatever you need to do in order to get yourself into the appropriate mindset for contemplation regarding your own growth and development.

Process

Please complete each page of this plan in order, referring to the information on these first three pages while doing so. It is critical to have your Individual Directions Inventory (IDI) Assessment report and your EQ-i 2.0 Leadership (EQ-i 2.0) Assessment report, as well as any notes you took during our debriefs, available while completing this plan.

Instructions

While you can certainly keep this entire plan handy as a reference, I recommend posting the final page (your “Growth Plan Snapshot”) in a location where you will see and be reminded of it on a regular basis. Doing so will increase the likelihood that you will accomplish each of your goals. If you want to take it to the next level, you can even share your “Growth Plan Snapshot” with a trusted colleague or friend, who can serve as your accountability partner and regularly check in on your progress executing your plan.

Information & Questions for Specific Pages in this Guide

Key Insights From IDI

Page 4

When considering your Individual Directions Inventory (IDI) Assessment report and debrief, **what are your key insights and takeaways?**

Key Insights From EQ-i 2.0

Page 5

When considering your EQ-i 2.0 Leadership (EQ-i 2.0) Assessment report and debrief, **what are your key insights and takeaways?**

Goals for 2023

Pages 6 - 8

Ideally, two goals should further strengthen your Leadership Strengths and/or Strongest Directions / Energizers, and one goal should be focused on your Leadership Developmental Areas and/or Lowest Directions / Drainers.

GUIDE TO CUSTOMIZED GROWTH PLAN (CONT.)

Goals for 2023

Pages 6 - 8

*Please use the below questions to complete
each of the sections on the Individual Goals pages:*

GOAL

What do I want to accomplish, and what is my desired outcome?

APPEAL & IMPACT

- Why is this goal important to me?
- What benefits will I experience?
- What impact will it have on me, my team(s), Duke Energy, and/or my life?

START

What actions, behaviors, and beliefs do I want to START doing & having to accomplish this goal?

STOP

What actions, behaviors, and beliefs do I want to STOP doing & having to accomplish this goal?

CONTINUE

What actions, behaviors, and beliefs do I want to CONTINUE doing & having to accomplish this goal?

LEARNING

What actions can I take to learn the skills and behaviors needed to accomplish this goal?

Consider:

- Challenging work experiences & assignments (70%)
- People—such as mentors and colleagues (20%)
- Education and training (10%)

OBSTACLES + SOLUTIONS

What obstacles, barriers, and challenges might I encounter in pursuit of this goal?

How might I overcome such obstacles, barriers, and challenges?

MILESTONES

What are the most significant indicators of progress (or phases) in completion of this goal?

ACTION STEPS

Considering all of the above, and more, what are the most critical action steps I can take in pursuit of this goal?

RESOURCES & SUPPORT

What are the specific resources and support that would be helpful to me in accomplishing this goal?

GUIDE TO CUSTOMIZED GROWTH PLAN (CONT.)

Growth Plan Snapshot

Page 9

This page provides an overview of the most important aspects of you as a leader and as a human being. Your Growth Plan Snapshot can serve as your compass as you make big decisions within your organization and personal life. Accordingly, please revisit this info on a regular basis. And post it where you will see it daily to ensure you are directionally-correct in your decisions & actions.

GOALS #1 - 3

These are the three goals that you identified at the top of pages 6 - 8.

FOCUS ON / WATCH OUT FOR

- **Step 1** - Write the name of the Leadership Skill or Direction, based on your IDI and EQ-i 2.0 results.
- **Step 2** - Write a brief description of this Leadership Skill or Direction for yourself (e.g., *What does this Leadership Skill / Direction mean, in your own words? How does it show up for you on a regular basis? What do you want to remember about this Leadership Skill / Direction?*).

Individual Directions Inventory (IDI)

<div>1</div>	<div>2</div>
<div>3</div>	<div>4</div>
<div>5</div>	<div>6</div>

EQ-i 2.0 Leadership Assessment (EQ-i 2.0)

1

2

3

4

5

6

Goal #1

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<i>Appeal & Impact</i>	START
	STOP
	CONTINUE

<i>Learning</i>	<i>Obstacles & Solutions</i>

<i>Milestones</i>	
Milestone #1:	Due Date:
Milestone #2:	Due Date:
Milestone #3:	Due Date:

<i>Action Steps</i>	<i>Resources & Support</i>
1.	
2.	
3.	
4.	
5.	

Goal #2

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<i>Appeal & Impact</i>	START
	STOP
	CONTINUE

<i>Learning</i>	<i>Obstacles & Solutions</i>

<i>Milestones</i>	
Milestone #1:	Due Date:
Milestone #2:	Due Date:
Milestone #3:	Due Date:

<i>Action Steps</i>	<i>Resources & Support</i>
1.	
2.	
3.	
4.	
5.	

Goal #3

<i>Appeal & Impact</i>	START
	STOP
	CONTINUE

<i>Learning</i>	<i>Obstacles & Solutions</i>

<i>Milestones</i>	
Milestone #1:	Due Date:
Milestone #2:	Due Date:
Milestone #3:	Due Date:

<i>Action Steps</i>	<i>Resources & Support</i>
1.	
2.	
3.	
4.	
5.	

Growth Plan Snapshot

Goal #1

Goal #2

Goal #3

Focus on:

Leadership Strengths (EQ-i 2.0)

Strongest Directions / Energizers (IDI)

1.

1.

2.

2.

3.

3.

4.

4.

5.

5.

Watch out for:

Leadership Developmental Areas (EQ-i 2.0)

Lowest Directions / Drainers (IDI)

1.

1.

2.

2.

3.

3.