



# Planning for Professional Growth



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## Session Components

- ★ Identifying and Investing in Your Strengths
- ★ Discover Your Core Values
- ★ Using Feedback to Move Forward
- ★ Goal Setting
- ★ What Now?
- ★ Additional Resources

As you engage in each section use the [Planning for Professional Growth participant note sheet](#) to capture your learning and reflections. You will be prompted to make a copy of the document for your own use.



LEVELING JP



### Planning for Professional Growth

This Quick Bite was designed to allow you to fully engage in the content at your own pace. As you progress through the Quick Bite professional learning module, use this note sheet to capture your learning and reflections. Use your learning and reflections to help guide your plan for professional growth.

#### Identifying & Investing in your Strengths

Learning: Note the results of your strengths assessment	Reflect:

#### Discover Your Core Values

Learning: Note the results values exercise	Reflect:



# Identifying and Investing in Your Strengths

W  
A  
T  
C  
H



Focusing on strengths is the surest way to greater job satisfaction, team performance and organizational excellence.

Marcus Buckingham

[www.STANDOUTSTRENGTHS.COM](http://www.STANDOUTSTRENGTHS.COM)

Click on the link and take the free StandOut Strengths Assessment. Capture the outcomes on your note sheet.

[The StandOut Strengths Assessment](#)



LEVELING UP  
Unlocking Potential

# Discover Your Core Values

“

**IT'S NOT HARD  
TO MAKE  
DECISIONS  
ONCE YOU  
KNOW WHAT  
YOUR VALUES  
ARE.**

- ROY E. DISNEY

”

What do you value?  
Complete the Values  
Cards Exercise by  
clicking the link  
below. Capture the  
outcomes on your  
note sheet.



[Values Cards Exercise](#)

# Using Feedback to Move Forward

[READ: How to Get the Feedback You Need](#)



and

[READ: The Right Way to Process Feedback](#)



## Consider:

- ★ **WHO** will I ask for feedback?
- ★ **WHAT** specific questions will I ask to elicit specific feedback?
- ★ **WHEN** will I ask for feedback?
- ★ **HOW** will I process the feedback I receive?

# Goal Setting

[Read: What Are Professional Development Goals?](#)

Click on the images to see several goal planning structures. Choose a structure that works for you.



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S		Create a goal that is <b>specific</b> , clear, understandable, well-defined.
M		Define what evidence you will use to <b>measure</b> your progress as you work toward your goal.
A		Ensure your goal is <b>attainable</b> . It should be a reachable challenge.
R		Your goal should be <b>relevant</b> and aligned to your values and desired growth areas.
T		Set a realistic <b>timeline</b> for your goal with periodic review points to support motivation.



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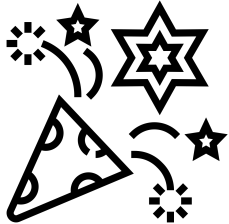
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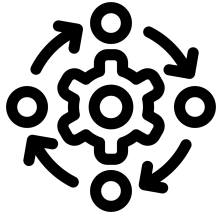
# What Now?



**READ: Share your goals with someone whose opinion you value** 



**READ: Celebrate small wins along the journey toward your larger goal** 



**As a lifelong learner, begin the cycle again!** 

# Additional Resources



FREDERICK COUNTY  
**WORKFORCE SERVICES**

[SKILLUP Frederick](#)

Free Online Learning Platform



[FCPS Internal Website](#)



[FCPS Career Development](#)



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[FCPS Professional Learning](#)

for certificated staff



FREDERICK COUNTY  
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