

# Individual Development Plan Template

As a key component of most learning and development strategies, **Individual Development Plans (IDPs) are a powerful tool for both employees and companies alike.** By setting the stage for breakthrough growth in employees' careers, they're an effective, low-stakes way for businesses to boost engagement and retention.

Lattice's Career Vision feature (part of our unified career growth management solution) brings robust IDP functionality to companies looking to invest in their workforce — and see results. But you don't have to wait to get started with Individual Development Plans. The following template outlines five key components to help anyone take their career development to the next level.



## Put this template into action

Join the **3,250+** organizations that use Lattice to help power their People strategy.

[Schedule a Demo](#)

Collaboration	72	84	88	98	84
Feeling valued	84	81	88	55	35
Team culture	70	80	98	80	81
Management	55	35	72	72	72
Commitment	84	72	98	80	70

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Lattice APP  
Public praise was submitted in Lattice

Adrian received public praise from Luc!  
You handled that tough customer conversation today like a PRO! So glad to have you on the team!  
Clean Wood, Carry Water

You'r

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## Long-term Career Vision

*What impact do you want to have on your life, family, community, industry, or more?*

*What kind of environment do you thrive in? What values are important to you?*

*What do you want to be most proud of on the day of your retirement?*

## Short-term Career Plan

*What opportunities exist in your current role, team, company, industry, or geography?*

*What constraints do you need to overcome in order to progress in the right direction?*

*What characteristics are you looking for in your current or next opportunity?*

## Motivators

*What are your strongest drivers? What aspects of work energize you to try new ideas?*

*Common motivators: Autonomy, Recognition, Compensation, Creativity, Curiosity,*

*Influence, Lifestyle, Relationships, Social Impact, Security, and more.*

## Talents & Strengths

*Which skills come naturally to you and/or take less effort to accomplish?*

*What are you often recognized for in recent performance reviews and/or feedback?*

*When do you feel confident in teaching others? Where have you made an impact?*

## Learning Opportunities

*Which skills come less naturally to you and/or take more effort to accomplish?*

*What constructive feedback have you received in recent performance reviews or projects?*

*Are you up-to-date on certifications and advancements in your respective field?*