

Leader Character Development Plan

Developing one’s character is an extensive and life-long process. It requires deliberate effort and a sincere commitment to becoming more self-aware and open to feedback to improve. Opportunities to develop and strengthen character exist in everyday activity. Once you begin to enhance your understanding of the 11 dimensions and associated behaviours, you can begin working on the areas that warrant improvement. This plan will help get you started.

Steps to Create Your Leader Character Development Plan

1. Select a dimension of character to focus on. Keep in mind that your weakest dimension may be undermining your strongest dimension. Ideally select a dimension that you are curious to learn about.
2. Respond to the questions below.
3. Seek input on your plan from a trusted peer or your supervisor.
4. You can repeat this cycle for other dimensions as well.

Dimension: _____

1. The changes I want to make are *Be specific. Include goals that are positive (wanting to increase, improve, do more of something), and not just negative (stop, avoid, or decrease a behaviour).*
2. My main goal in making these changes are ... *What are the likely consequences of action or inaction? Which motivations for change are most compelling? What will success look like?*
3. The steps I plan to take to make these changes are ... *How can the desired change be accomplished? What are some specific, concrete steps (when, where and how)?*
4. Some things that could interfere with my plan are ... *What specific limiting core beliefs, events or problems could undermine my plan? What could go wrong? How will I specifically address these challenges?*
5. Other people could help me in making these changes by ... *What specific things can another person do to help me take the steps I’ve outlined above? Who can provide such support (accountability buddy/clearly identified peer)? How will I arrange for such support?*
6. I will know that my plan is working when ... *What will happen as a result of taking the steps I’ve outlined in this plan? What benefits can be expected? What might indicators of progress look like?*
7. As part of this development process I learned...*What did I learn as a result of focusing on the development of this dimension that could be leveraged in the development of other dimensions?*

Be accountable. Track your progress daily or weekly using a journal.

The LCIA Development Plan is based on the collaborative insights from SIGMA Assessment Systems, the RCMP, the CRA, CBSA and the Ivey Business School, drawing on the work of Miller and Rollnick (2012).

Miller, W. R., & Rollnick, S. (2012). *Motivational interviewing: Helping people change*. Guilford press.