**Succession Development Plan**

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| **Background Data** |
| Name | Department |
|       |       |
| Present Job  | Future Years Anticipated at Gibb & Olson | Reason for Evaluation Quarterly/Other? |
|       |       |       |

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| **Talents** |
| Which skills or talents do you use to create results and achieve your goals? |
|       |
| Describe how you see your professional and personal image? What do you believe would be significant for another to follow in your footsteps? |
|       |
| Supervisor Observations |
|       |

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| **Motivation** |
| What motivates you in your current job? |
|       |
| What do you want/have you wanted from your job at Gibbs & Olson? What is particularly important to you? What makes you feel the best about your job or would make you feel the best? (Some examples could be: being in charge of projects, a good title, being “in” on things, money, a high five in the hall, public recognition, etc.) |
|       |
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| **Organization** |
| What do you see as the department’s professional goals and challenges in the years ahead? |
|       |
| What opportunities do these goals/challenges offer you in your job at Gibbs & Olson? |
|       |
| Supervisor Observations |
|       |

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| **Talents – Passions - Organization** |
| How do the department goals match your goals for your job at Gibbs & Olson? |
|       |
| Which competencies make you particularly qualified in relation to your job goals at Gibbs & Olson? |
| Describe your current strengths in relation to your job goals:     Describe what areas you need to further develop to achieve your job goals:      |
| Supervisor Observations |
|       |