



Tool 26-1. Clarifying Your Goals for Development: Tool for Leaders

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Based on Chapter 26, “Women in the Lead” in *The ASTD Leadership Handbook*, edited by Elaine Biech, © 2010 ASTD

Purpose: This tool presents a way for you to assess which of the five themes that influence the development of women is most prevalent for you.

The following is a list of possible goals for development. Please skim the entire list and select the 15 items that seem most relevant to you. Place a check mark next to those items.

- ☐ 1. Dropping the mask I’ve been putting on at work.
- ☐ 2. Learning from experience, including mistakes.
- ☐ 3. Placing greater importance on friendships.
- ☐ 4. Being more honest with myself.
- ☐ 5. Learning to say “no.”
- ☐ 6. Taking a calculated risk.
- ☐ 7. Taking more time for myself.
- ☐ 8. Understanding my organization and how I fit in.
- ☐ 9. Overcoming barriers in my way.
- ☐ 10. Finding what’s missing in my life.
- ☐ 11. Further developing my networks.
- ☐ 12. Getting “unstuck.”
- ☐ 13. Finding a mentor or mentors.
- ☐ 14. Clarifying my values and needs.
- ☐ 15. Having good sounding boards.
- ☐ 16. Taking charge of my life.
- ☐ 17. Feeling more whole.

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- ☐ 18. Attaining greater self-understanding.
- ☐ 19. Being part of a congenial group.
- ☐ 20. Using my power more effectively.
- ☐ 21. Finding more time for my loved ones.
- ☐ 22. Developing my own definition of success.
- ☐ 23. Developing my relationships with co-workers.
- ☐ 24. Identifying patterns in my life.
- ☐ 25. Attaining at least one closer and deeper relationship.
- ☐ 26. Using feedback more effectively.
- ☐ 27. Not taking difficult work situations so personally.
- ☐ 28. Being more effective while remaining true to my values.
- ☐ 29. Becoming more influential.
- ☐ 30. Accepting inevitable conflicts in my life.
- ☐ 31. Making my dreams a reality.
- ☐ 32. Trusting my own judgment.
- ☐ 33. Freeing myself from the tyranny of perfection.
- ☐ 34. Finding my own leadership style.
- ☐ 35. Being a better advocate for myself.

Scoring Sheet

Scoring Instructions: Transfer your check marks to the appropriate lines below. Note that items are not in numerical order. Total the number of check marks in each section to obtain your score on each theme. Scores can range from 0-7. The higher your score, the more prominent that theme is in your developmental goals. You may see a couple of themes emerge clearly, or you may find relevance to your goals spread across the themes.

Authenticity

1. _____
4. _____
22. _____
28. _____
31. _____
32. _____
34. _____
Total _____

Self Clarity

2. _____
8. _____
14. _____
18. _____
24. _____
26. _____
27. _____
Total _____

Connection

3. _____
11. _____
13. _____
15. _____
19. _____
23. _____
25. _____
Total _____

Wholeness

5. _____
7. _____
10. _____
17. _____
21. _____
30. _____
33. _____
Total _____

Agency

6. _____
9. _____
12. _____
16. _____
20. _____
29. _____
35. _____
Total _____