**Individual Coach Development Plan**

**(ICDP)**

## PART 1: TRAINING NEEDS ANALYSIS

## INDIVIDUAL COACH DEVELOPMENT PLAN

This ICDP is designed to help provide a clear picture of how you operate as a coach, to identify what you are good at and, what and how you may wish to develop. By using this health check, it should allow you to reflect on your own practice as a Coach and consider what is required to be highly effective in your coaching environment. For this to be truly effective you should endeavour to be open and transparent with your reflections and answers.

All information will be treated with complete confidentiality.

**Name:**

**Where am I right now?**

Briefly describe your experience as a Coach to date. (your learning & development, opportunities you’ve had)

**Summarise your environment – describe your team dynamics and relationships with key stakeholders within your environments?**

**Where do I need to be?**

**The requirements of my role**: what do I need to be able to know, understand and do to be an effective Coach?

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| --- | --- |
| **Knowledge** |  |
| **Personal Qualities/ Attributes** |  |
| **People & Leadership Skills** |  |

**SWOT Analysis**

SWOT is an Acronym for **Strengths, Weaknesses, Opportunities** and **Threats**. Start by listing all your **Strengths** including your accomplishments & the things you excel at. Then write down (type) all things that you know you need to work on (**weaknesses)** and what needs to be improved. Make sure you include any doubts, anxieties, fears, worries that you may have (relating to your role as a Performance Coach).

Then proceed by listing all the **opportunities** you see available, to develop yourself further. Finally write down all the **Threats** (obstacles or interference) that are currently blocking you or that you think you will encounter along the way to achieving your full potential.

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| --- | --- |
| **Strengths** (what am I really good at?) | **Weaknesses** (what could I be better at?) |
| **Opportunities** (how could I be better?) | **Threats/ Barriers** (what’s getting in the way in preventing me from achieving my ambitions - interference) |

Now complete Part 2

**PART 2: Personal Development Plan**

Like all Development Plans, this is designed to help you change your working practice, but in this case, it should be aimed specifically at improving your knowledge, understanding and confidence in your role as a coach. This form is to be completed and reviewed at agreed times throughout the year in line with, and supported by, your mentor (if you have one)

**Section 1**

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| --- | --- |
| **Coach Information** | |
| Name |  |
| Current Position |  |
| Mentor |  |

|  |  |
| --- | --- |
| Personal Comments |  |
| What are the 3 most important qualities of a coach in the environment in which I coach |  |
|  |
|  |
| What are your top 3 personal strengths? |  |
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|  |
| What 3 things would you change to improve your coaching in the next 12 months (and beyond)? |  |
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|  |
| What knowledge or experiences are missing from your toolbox? |  |

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| --- | --- |
| Personal Goals | |
| What are your long-term aspirations? |  |
|  |
|  |
| What steps will you need to take in moving closer to your long-term goal(s)? |  |
| Short-term goal |  |
| Medium-term goal |  |
| Long-term goal |  |
| What support might you need to help you achieve your goals? |  |

**Development Narrative**

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