

Growth Plan: Example and Template

A **Growth Plan** is a fantastic tool to boost employee engagement. Helping your employees grow within their field and/or learn skills outside of it goes a long way in showing that you care. This creates loyal employees and a fulfilled workforce.

In this guide, you'll find:

- An example of a completed Growth Plan for a fictional employee
- A blank Growth Plan template for you to use on your own employees



Growth Plan - Example

Employee: Ally Austin

Today: 12/15/2021

Role: Shift leader at Telly's Tacos

Strengths	teamwork customer service communication motivated
Coaching	organization handling high pressure situations multi-tasking
Maslow's Hierarchy Assessment (x)	social

Motivations & Dreams:

Big Dreams:

I'd like to own my own Telly's franchise one day. I want to complete my business degree and use it to help me run my own business. I'd love to make enough money to support myself and my future family.

I want to have enough money to travel and experience new things.

My best life in the next 3 years looks like:

Career:

- Promotion at Telly's
- Gain more experience in other areas of the restaurant
- Join the team that trains new hires

Personal:

- Finish my degree
- Pay off my student loans
- Travel outside the state

Career Planning

Career Vision	General manager of Telly's → owning my own franchise one day
Career Next Step	Front of House Manager
Skills Needed	<ul style="list-style-type: none">● organizational and admin skills● multi-tasking● more leadership
Resources Needed	<ul style="list-style-type: none">● support from current managers● opportunity to take on more responsibilities



Milestones/Timeline	<ul style="list-style-type: none">• earning my degree in the next two years• promotion to manager in one year
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Skill Goal:

I'd like to learn more business savvy, the ins and outs of running a restaurant. I'd like to continue developing my customer service skills and leadership skills.

Dream Goal:

I'd like to run my own franchise one day (maybe more than one!) I'd like to train other employees to develop their skills so that they can also move up in the business.



Growth Plan - Template

[Employee Name]

Today:

Role:

Strengths	
Coaching	
Maslow's Hierarchy Assessment (x)	

Motivations & Dreams:

Big Dreams:

My best life in the next 3 years looks like:

Career:

-

Personal:

-



Career Planning

Career Vision	
Career Next Step	
Skills Needed	<ul style="list-style-type: none">••
Resources Needed	<ul style="list-style-type: none">••
Milestones/Timeline	<ul style="list-style-type: none">••

Skill Goal:

Dream Goal:

