

## Overview and Introduction: The Power of Strategic Planning for Personal Growth

The *Bloom Where You Are Planted* framework is designed to help you tap into your natural gifts and talents while creating an intentional and actionable personal strategic plan. By aligning your strengths with your goals, you can overcome barriers, make decisions rooted in purpose, and move forward confidently. This strategic plan template is built around the IA3E Methodology, which includes: **Identify, Awareness, Alignment, Adapt, and Execute**—a step-by-step approach to planning that helps you define, nurture, and achieve your goals.

This template is a guide that will help you:

- Clarify your vision and purpose.
- Identify areas of growth that will allow you to show up authentically.
- Strategically align your gifts and talents with your personal and professional goals.
- Adapt to challenges while staying rooted in purpose and resilience.
- Take consistent and intentional action to execute your personal vision.

Each step contains detailed questions and templates that will guide you in developing your unique plan, helping you to stay accountable and track your progress. Use this template regularly to refine your goals and actions, ensuring continuous growth and alignment.



### Step 1: Identify – What Are You Planting?

This step focuses on identifying areas where you need to grow or change. Reflect on what is holding you back and what you need to do to overcome those barriers.

#### Commitment Statement Template:

'I am committed to [priority] that will lead to [action] for me to [impact].'

Example: I am committed to building my confidence, which will lead to more public speaking opportunities for me to influence others and share my story.

#### Questions for Reflection:

1. What is the biggest change or growth you are seeking in your life?
2. What pain points are you experiencing?
3. What are your strengths and talents that can help you achieve this change?
4. What behaviors or beliefs are limiting your progress?
5. Why is this important to you, and how does it align with your values and goals?

#### Your Plan:

I am committed to \_\_\_\_\_ that will lead to \_\_\_\_\_ for me to \_\_\_\_\_.

My current obstacles are \_\_\_\_\_, but my strengths are \_\_\_\_\_.

The actions I need to take to overcome these challenges are \_\_\_\_\_.



## Step 2: Awareness – Preparing Your Garden

Now that you've identified what you want to grow, it's time to become more aware of your natural gifts, talents, and purpose. This step is about recognizing who you are, what you bring to the table, and how you can fully embrace your authentic self.

### Commitment Statement Template:

*'I am committed to discovering [gift or talent] that will lead to [action] for me to [impact].'*

*Example: I am committed to discovering my leadership strengths, which will lead to more effective team collaborations and help me build a thriving workplace culture.*

### Questions for Reflection:

1. What are you passionate about?
2. How do your gifts and talents align with your purpose?
3. What fears or doubts do you have about your abilities?
4. How do your lived experiences shape your sense of purpose and authenticity?

### Your Plan:

*I am committed to discovering \_\_\_\_\_ that will lead to \_\_\_\_\_ for me to \_\_\_\_\_.*

*My greatest passions are \_\_\_\_\_, and my gifts align with \_\_\_\_\_.*

*The doubts or fears I need to overcome are \_\_\_\_\_, but I will focus on \_\_\_\_\_ to move forward.*



## Step 3: Alignment – Planting Your Seeds

Aligning your gifts and talents with your purpose and goals is essential to making progress. This is where you ensure that your actions are purposeful and lead you toward meaningful outcomes.

### Commitment Statement Template:

*'I am committed to aligning [talent or action] that will lead to [specific result] for me to [long-term impact].'*

*Example: I am committed to aligning my organizational skills, which will lead to better time management for me to grow my business and balance my personal life.*

### Questions for Reflection:

1. Are you currently aligned with your purpose?
2. What distractions or challenges are preventing you from focusing on your goals?
3. Where do you need to make changes to better align with your strategic priorities?
4. What support systems can help you stay on track?

**Your Plan:**

I am committed to aligning \_\_\_\_\_ that will lead to \_\_\_\_\_ for me to \_\_\_\_\_.

To achieve alignment, I need to make the following changes: \_\_\_\_\_.

I will seek support from \_\_\_\_\_ to help me stay focused on my goals.



**Step 4: Adaptive Leadership – Watering and Nurturing Your Garden**

In this step, focus on your ability to adapt to change while staying rooted in your values and vision. Adaptive leadership helps you lead yourself and others effectively, especially when facing challenges that require resilience and cultural awareness.

**Commitment Statement Template:**

'I am committed to adapting [leadership skill or quality] that will lead to [action] for me to [achieve leadership impact].'

Example: I am committed to adapting my communication style, which will lead to more effective team management and help me create a positive work culture.

**Questions for Reflection:**

1. How do you currently view yourself as a leader?
2. What life experiences have shaped your leadership approach?
3. What leadership qualities do you want to develop?
4. How can you adapt to challenges while maintaining your core values?

**Your Plan:**

I am committed to adapting \_\_\_\_\_ that will lead to \_\_\_\_\_ for me to \_\_\_\_\_.

My lived experiences have shaped my leadership in these ways: \_\_\_\_\_.

The leadership qualities I want to develop include \_\_\_\_\_.



**Step 5: Execute – Reap What You Sow**

Execution is where your personal strategic plan takes action. This step focuses on creating actionable steps that align with your values, goals, and strengths.

**Commitment Statement Template:**

'I am committed to executing [specific action] that will lead to [result] for me to [long-term impact].'

*Example: I am committed to executing a daily writing habit, which will lead to finishing my book for me to establish myself as a thought leader.*

**Questions for Reflection:**

- 1. What are the top 3 priorities you are committed to achieving?*
- 2. What specific actions will you take to reach these priorities?*
- 3. How will you measure your progress and hold yourself accountable?*
- 4. Who can help you stay focused and provide support?*

**Your Plan:**

*I am committed to executing \_\_\_\_\_ that will lead to \_\_\_\_\_ for me to \_\_\_\_\_.*

*My top 3 priorities are \_\_\_\_\_, and the actions I will take are \_\_\_\_\_.*

*I will measure my success by \_\_\_\_\_ and hold myself accountable through \_\_\_\_\_.*

**Ongoing Reflection and Accountability: Tending to Your Garden**

*Growth is a continuous process, and it's essential to regularly reflect on your progress and adapt as necessary.*

*Use the following prompts to keep your personal strategic plan up to date:*

**Reflection Questions:**

- 1. What wins have you celebrated, and what challenges have you overcome?*
- 2. How has your personal strategic plan evolved over time?*
- 3. What adjustments are needed to stay aligned with your purpose and goals?*

**Next Steps:**

- Revisit this plan monthly to assess your progress, adapt where needed, and set new goals.*
- Celebrate your wins and reflect on areas that require growth or refinement.*



## Personal Strategic Plan Templates



### 1. Vision Statement Development

*Purpose:* Help participants create a vision for their life that aligns with their long-term goals and purpose. This will serve as a guiding compass throughout their journey.

*Example:* 'My vision is to [achieve/embody] \_\_\_\_\_ by leveraging my gifts of \_\_\_\_\_ to create [impact].'

*Example:* My vision is to build a global coaching business by leveraging my gift of communication to empower others in their leadership journeys.

*Your vision:* My vision is to \_\_\_\_\_ by \_\_\_\_\_ to create \_\_\_\_\_.

### 2. Values Clarification Section

*Purpose:* Values serve as the foundation for decision-making and goal-setting. Participants can clarify what they stand for to ensure their strategic actions are values-aligned.

*Questions for Reflection:*

1. What are your core values? (e.g., integrity, creativity, resilience)
2. How do these values influence your goals and actions?
3. What decisions can you make today that align with these values?

*Your Values:*

*Example:* I value \_\_\_\_\_, \_\_\_\_\_, and \_\_\_\_\_, and I will ensure my actions reflect these values by \_\_\_\_\_.

### 3. Milestone Mapping

*Purpose:* Break long-term goals into manageable milestones to help participants see progress and stay motivated.

*Goal:* \_\_\_\_\_

*Milestone 1 (Short-term):* \_\_\_\_\_

*Milestone 2 (Mid-term):* \_\_\_\_\_

*Milestone 3 (Long-term):* \_\_\_\_\_

Example: Goal: Start a successful coaching business.

- Milestone 1 (1 month): Finalize business plan.
- Milestone 2 (3 months): Launch website and marketing plan.
- Milestone 3 (12 months): Acquire 10 clients and generate \$50,000 in revenue.

#### 4. Daily Habits Tracker

*Purpose:* Encourage participants to develop daily or weekly habits that support their strategic plan.

Daily Habit: \_\_\_\_\_

Why it matters: \_\_\_\_\_

How will I stay consistent? \_\_\_\_\_

Tracker (daily/weekly):

Date	Did I complete the habit? (Y/N)	Notes
10/25	Y	Great energy today!
10/26	N	Skipped due to travel.

#### 5. Accountability Partner Section

*Purpose:* Encourage participants to identify someone they can check in with regularly to hold them accountable for their goals.

Example: "My accountability partner is [Name], and we will check in [weekly/biweekly/monthly] to review my progress on [specific goals]."

Your Accountability Partner: My accountability partner is \_\_\_\_\_, and we will check in \_\_\_\_\_ to ensure I stay on track with \_\_\_\_\_.

#### 6. Self-Care and Wellness Plan

*Purpose:* Encourage balance between personal growth and well-being, ensuring participants avoid burnout and maintain physical and emotional health.

Self-care practices I will prioritize:

Physical: \_\_\_\_\_

Emotional: \_\_\_\_\_

Mental: \_\_\_\_\_

*Why these are important: \_\_\_\_\_*

### *7. Personal SWOT Analysis*

*Purpose: Add an explicit SWOT analysis tool to help participants recognize their strengths, weaknesses, opportunities, and threats as they move forward.*

*Strengths: \_\_\_\_\_*

*Weaknesses: \_\_\_\_\_*

*Opportunities: \_\_\_\_\_*

*Threats: \_\_\_\_\_*

### *8. Success Reflection Journal*

*Purpose: Build a section for participants to reflect on wins, progress, and what they've learned as they execute their plans.*

#### *Reflection Questions*

- 1. What are three successes I achieved this month?*
- 2. What have I learned about myself during this journey?*
- 3. What obstacles did I face, and how did I overcome them?*
- 4. What am I most proud of?*

### *9. Celebration Section*

*Purpose: Encourage participants to celebrate small wins and recognize their progress.*

#### *Template:*

*How will I celebrate my successes?*

*Example: I will celebrate by taking a weekend getaway, treating myself to a nice dinner, or spending a day doing something I love.*

*My Celebrations: I will celebrate my progress by \_\_\_\_\_.*