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| **KRI Aquarian Trainer Academy**  **Mentor in Training**  **Individual Development Plan (MnT IDP)** | | **Date of Plan** | | |
| **From:** | **To:** | |
| **MnT’s Name:** | **City/Country** | **MnT’s Email Address:** | | |
| **Mentoring Coach’s Name:** | **Mentoring Coach’s Email Address:** | **☐ Plan discussed with Coach** | | |
|  |  |  | |  |
| Competencies | | | | |

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| **WHAT Competencies are you developing? (refer to the numbers on the MnT Competency Evaluation Form)** | **HOW will you DEVELOP each Competency?**  **(Include specific actions)** | **HOW will you DEMONSTRATE that you Embody each competency** |
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**INSTRUCTIONS**

**Purpose:** To create an annual plan that identifies areas for development and how to develop and demonstrate each competency. Each individual is unique and how they develop their skills is up to the Mentor in Training (MnT) and their Mentoring Coach (MC).

**Ideas for Development Strategies**

* Participate in ELearning workshops and courses.
* Participate in training sessions for Trainers in Training (TnTs), if this is available in your school or training team.
* Research and study other resources on mentoring and coaching skills.
* Prepare and present a case study for Peer Review.
* Discuss cases and challenges with MC.
* Observe Mentors formally and informally mentor TnTs in Trainings.

**How to Complete and Use the Individual Development Plan:**

1. The MnT together with their MC identifies which competencies the MnT will develop and strengthen based on the completed MnT Competency Form. They discuss and decide how the MnT will develop and embody these competencies.
2. At the end of the stated period, the MnT and MC decide whether the MnT has reached proficiency in each area. They may find that during this time period, the MnT developed other competencies beyond what had been listed and this can be noted on the IDP.
3. The MnT and MC may also receive feedback from the MnT’s Mentees or the MnT’s Mentoring Support Group.