

### INDIVIDUAL DEVELOPMENT PLAN (IDP)

For use of this form, see FM 6-22; the proponent agency is TRADOC.

#### DATA REQUIRED BY THE PRIVACY ACT OF 1974

**AUTHORITY:** 10 USC 3013, Secretary of the Army; AR 350-1, Army Training and Leader Development; AR 600-100, Army Profession and Leadership Policy; and AR 690-950, Career Program Management.

**PRINCIPAL PURPOSE:** A leader development tool for Army military and civilian individuals to record their individual development plans. Allows civilian and military supervisors and mentors to monitor the individual's goals and provide developmental recommendations, notifications, and career advice.

**ROUTINE USES:** There are no specific routine uses anticipated for this form.

**DISCLOSURE:** Disclosure is voluntary.

1. Leader's Name SSG Jaxson McSamplere 13B		2. Date 2022-12-07
3. Short-Term Goals (Personal/Professional, 0-1 year)  In one month, enroll in new Functional Fitness and Boxing programs at gym.  In six months, improve ACFT score from 475 to 540 or better.  At next available opportunity, earn Expert Soldier Badge and be inducted into the Sergeant Audie Murphy/Sergeant Morales Clubs.	4. Long-Term Goals (Personal/Professional, 1-4 years)  In three to four years, be assigned as platoon/battery-level Fire Control NCO (Chief), Battalion-level Section Fire Control NCO, and Battery Operations Sergeant.  In one year, purchase first house. In two years, complete associate's degree.	
5. Self-Assessment: Physical Fitness: ACFT score 540 or above, without event substitution and meet AR 600-9 requirements.  Self-Assessed Strengths:  Developing Others - I take time and interest in helping subordinates reach their goals.  Self-Assessed Developmental Needs: I'm a bit of an introvert and need to work on public speaking and conducting briefings. Maybe join Toastmasters or a similar group. Also explore community college speech classes.	6. Cognitive: Critical Thinking: Obtain better focus to maintain concentration even when assessing complex information in stressful situations. Work on systems thinking and ability to recognize second and third order effects.  Communications (Reading, Writing, Verbal): Increase my reading comprehension speed to prepare for my associate's degree courses. Demonstrate proficiency in verbal and written communication.  Technical & Tactical Knowledge (Warfighting): Become Expert Marksman. Pass Artillery Table qualifications.	7. Leadership: Competencies: Results from my LDR180 indicate I am below my peers in Leader Behaviors, Extends Influence, and Communicates. I am above my peers in Develop Others and Empathy.  Self-Awareness: Need work on "Solving problems creatively" and "Dealing with uncertain and unpredictable work situations"
8. Immediate Actions (Next 90 Days):  Top 10% of this course. In 60 days, prepare and compete in the next NCO of the Month board. In 90 days, enroll in 6 or more college semester hours toward my degree.		

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9. Career Timeline/Planning:

Career Goals (Branch/Functional Area or Position/Career Assignments):  
Battery 1SG; Battalion/BDE CSM

Broadening Assignments (Desired):  
In order of preference: Fires O/C/T (Observer/Controller/Trainer), CTC O/C (Observer/Controller), Drill Sergeant, Instructor, Recruiter

Educational Goals (Include certifications/licenses):  
Obtain associate's degree by 12 years in time service.

Next PME/CES Considerations (Timeline, Options):  
Senior Leader Course (SLC)

Family Considerations:  
Same location assignment with Air Force service member spouse.  
Reduce geographic bachelor assignments for more stable family life.

Promotion/Selection Board Info (HRC or CPAC):  
First board in 8 months. Would like to serve 24 months as E6 in E7 position and receive 13B40 credit.

Key and Developmental Assignments (DA PAM 600-3, DA PAM 600-4, DA PAM 600-25; AR 690-950):  
Howitzer Section Chief, Gunnery Sergeant

Provide timeline for career progression:

Years in Service 0 5 10 15 20

10. Additional Comments:

Would like to serve at least 20 years of Active Federal Service.