DEPARTMENT OF THE INTERIOR
SENIOR EXECUTIVE SERVICE
INDIVIDUAL DEVELOPMENT PLAN

NAME OF EMPLOYEE	PRESENT POSITION TITLE, SERIES, AND GRADE	ORGANIZATION AND LOCATION

TARGETED CAREER GOALS

REASON FOR PREPARING IDP:

- ☐ ANNUAL REQUIREMENT
- ☐ DESIGNATED AS SES CANDIDATE
- ☐ INITIAL EXECUTIVE ASSIGNMENT
- ☐ OTHER, PLEASE SPECIFY:
- ☐ PROMOTION OR REASSIGNMENT

REMARKS

SIGNATURE OF EMPLOYEE/DATE	SIGNATURE OF IMMEDIATE SUPERVISOR/DATE	SIGNATURE OF TRAINING OFFICER/DATE

SENIOR EXECUTIVE SERVICE IDP

MANAGEMENT AND EXECUTIVE COMPETENCIES NEEDED (Identify each competency needing improvement or update.	SOURCES OF NEED IDENTIFICATION (Identify source of need, e.g., performance evaluation or SF-171)	DEVELOPMENTAL MECHANISM (Identify mechanism to satisfy development need, e.g., work assignment or formal training course)	ESTIMATED COSTS (Include tuition, books, materials, travel and per diem)	DATE (Specify target and actual completion dates)		REMARKS (As Needed)
				Target	Actual	