REVERSE ENGINEERING YOUR VISION

*Work backward from your long-term vision to identify the milestones,
actions, and habits that will move you forward.*

Long-Term Outcome (_10_ years): *Describe the future result you want to create. What does success look like?*

My Future Self is a respected senior level expert. I lead major initiatives, mentor others, and am known for deep expertise and strategic thinking.

Interim Milestones: *If the Long-Term Outcome is 20 years into the future, use all 4 boxes below for 20, 10, 5, and 1 Year Milestones. If the Long-Term Outcome is 10 years into the future, you can use 3 of the boxes for 10, 5 and 1 Year Milestones, or use all four boxes for 10, 5, 3 and 1 Year Milestones.*
For the first box list what accomplishment(s)/milestone(s) must be true at the end date for your outcome to exist. For the middle box(es), identify the accomplishment(s)/milestone(s) would have been achieved in order for you to continue on and achieve the outcome by the end date. For the 1-Year box, list the milestones you believe can be reasonably achieved in the next 12 months. List any resources necessary - i.e. funding, approval, mentorship, etc.

_10_ **Year Milestone(s):**	**Required Resources:**
- Recognized as a subject matter expert - Leading high impact projects - Hold advanced degree/certifications or specialized training - Strong professional network and reputation - Promoted to a senior level position	- Funding for courses - Support from partner/family
_5_ **Year Milestone(s):**	**Required Resources:**

- Promoted to a mid-level position
- Managing small teams or projects
- Completed key degrees/certifications or specialized training
- Presenting at conferences or internal meetings; published
  papers/articles
- Known for reliability and problem solving
	- Funding for courses
	- Support from
	  partner/family

___ **Year Milestone(s):**	**Required Resources:**
1 Year Milestone(s):	**Required Resources:**
- Completed one major certification or skill upgrade - Took on a stretch assignment or project lead role - Built relationships with mentors or senior leaders - Documented accomplishments and updated portfolio/resume	- Funding for courses - Support from partner/family

Quarterly Focus and Monthly Actions

List a focus area for each to cover all of the 1-year milestones. Then identify specifc actions to take within each month of the quarter.

Q1 Focus: Skill development + certification prep	**Month 1:** Enroll in certification course
	Month 2: Complete training modules
	Month 3: Apply new skills at work
Q2 Focus: Take on visible projects	**Month 4:** Request a stretch assignment
	Month 5: Volunteer to train a new hire
	Month 6: Research new technology related to my field
Q3 Focus: Build professional presence (networking, presentations)	**Month 7:** Join a professional association
	Month 8: Present a small internal training session
	Month 9: Develop a working relationship with a mentor
Q4 Focus: Performance review strategy + next level responsibilities	**Month 10:** Update resume with new skills
	Month 11: Seek 360 feedback
	Month 12: Celebrate wins and plan the next 12 months