

Designer Growth Plan Template

A growth plan and a monthly readiness scorecard that read off the same six dimensions as the role ladder, so a promotion conversation isn't the first time anyone's compared notes.

Designer name	
Current role & level	
Mentor / manager	
Plan start date	
Target review date	

1 Development Goals

Aligned to the six dimensions from the Operating Handbook's role ladder.

Goal Area	Specific Objective	Success Criteria	Timeline
Impact			
Design Thinking			
Execution			
Collaboration			
Growth			
Leadership			

2 Weekly 1:1 Progress Tracker

Date	Key Wins	Areas to Improve	Action Items	Next Steps

Date	Key Wins	Areas to Improve	Action Items	Next Steps

3 Monthly Readiness Scorecard

Rate 1–5 against the target role each month.

Competency	M1	M2	M3	M4	M5	M6
Impact						
Design Thinking						
Execution						
Collaboration						
Growth						
Leadership						

Readiness checklist

- Growth plan created and shared with the designer.
- Three or more goals actively in progress.
- Evidence of impact logged in each goal area.
- Peer, PM, and manager endorsement gathered.
- Review scheduled with design lead.