

# ASPIRE<sup>SM</sup>

## Your Guide to Intentional Professional Development



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Success is terrifying. Like  
happiness, it is often  
appreciated in retrospect.  
– Julie Andrews



How will you be intentional in pursuing your aspirations?



A Assess values

S See your ideal life

P Pick goals

I Identify opportunities

R Research options

E Execute plan

# A

# ssess values

## S P I R E

### Step 1:

- List your values.
- Check Brene Brown's values list for ideas.

### Step 2:

- Narrow your list by prioritizing.
- Keep reducing your list until you get to 2–3 core values which resonate with you.

### Step 3:

- Define each core value and the associated behaviors.
- Which behaviors demonstrate living your value?

### Step 4:

- Reflect on how your commitment to these behaviors helps you live your value.

My Values:



My Values	My Behaviors that Demonstrate this Value
1.	
2.	
3.	

# A S P I R E See your ideal life

Start by thinking about your professional/work lives. Follow the prompts on the next page to complete the steps.



		Work Life	Personal Life
Why	Define your vision or purpose.		
	Identify what energizes you.		
	Sum up the problems you want to solve?		
What	What do you hope to accomplish?		
	What would success look like?		
	What would your ideal day-to-day look like?		
	What types of activities do you enjoy the most?		
	Do you prefer to work solo or with a team?		
How	How will you measure success?		
	How will you know you have achieved it?		
Who	Who do you wish to engage with in your personal life?		
	Do you prefer to work solo or with a team?		



# Pick goals

## *Set SMART Goals*

Start by assessing your current state versus your ideal state. Then set SMART goals.



	Current State	Where You Want to Be
Summary		
What's Aligned?		
What's Misaligned?		

	Goals	Double Check: Are The Goals SMART Goals? (Specific, Measurable, Achievable, Relevant, Time-Bound)
1		
2		
3		



## Identify opportunities

Brainstorm opportunities. Consider areas such as work, home, university, community, organizations, etc.

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Awareness is always the first step because if you are not aware, there is nothing you can change.

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– Don Miguel Ruiz, writer

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Opportunity Areas	Opportunities



## R Research options

Now that you've identified opportunities that will help you reach your goals, it's time for messy but fun research.

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Opportunity	Questions	Who to Ask

What did you hear that aligned with your goals?	What did you hear that was counter to your goals?

# ASPIRE

## E xecute plan

Based on the pros/cons, narrow to what you can do and where you can have the biggest impact on living in your values.



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Actions I will take	What opportunity will the action impact?	What will it look like if I am successful?	What will help me to be successful?	How did I do?



As you work to implement your plan, make note of your progress and celebrate your accomplishments.

Achievements	Opportunities	Next Steps

## ***Reflect on your progress***

Think of ASPIRE as an iterative process. Use the tool to revisit, evaluate, review, and refine. Periodically, take stock of your progress and revisit the goals you've set. Consider how your situation has changed since you first defined your goals and took action. Are your goals still relevant? Taking a systematic approach to defining and achieving your goals empowers you to be intentional as you pursue your aspirations.

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*Thank you!*



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