

TEMPLATE

Skill Development Reflection Map

A practical planning workbook for choosing and developing one priority skill.

Designed for adult professionals and curious learners. Original AdriaMont Institute material, adapted from expert teaching, research, and professional practice.

Use this for personal development, coaching, training design, career planning, or team learning.

BEST USED FOR	Professional growth, SEL development, workplace learning, career planning
OUTPUT	A focused skill development plan
LENGTH	Reflection workbook

Source and privacy note: Designed from AdriaMont's adult learning, skill development, and practical transfer approach.

Development needs a real situation

Skill development becomes more effective when it is tied to a situation where the skill is actually used. A general wish to improve communication, resilience, leadership, analysis, or self-regulation is a start, but it is not yet a development plan.

This map helps you choose one skill, connect it to evidence, design practice, and create a feedback loop. It can be used individually or as a coaching and team-learning tool.

Skill development loop

- 01 Choose one priority skill linked to a real task or situation.
- 02 Describe the current pattern using concrete evidence.
- 03 Define what better performance would look like.
- 04 Create a small repeated practice routine.
- 05 Add feedback from people, artifacts, outcomes, or self-review.
- 06 Reflect, adjust, and repeat before changing the goal.

Worksheet 1: choose the skill

PRIORITY SKILL	Which skill do you want to develop and why now?
TARGET SITUATION	Where will this skill matter in real life or work?
CURRENT EVIDENCE	What situations show your current level or pattern?
DESIRED BEHAVIOR	What would better use of this skill look like?
VALUE	What would improve if this skill became stronger?

Worksheet 2: design practice

PRACTICE ROUTINE	What specific routine will create repeated practice?
FREQUENCY	How often will the practice happen?
FEEDBACK SOURCE	Who or what can give useful feedback?
LEARNING MATERIAL	What guide, course, example, or model will support practice?
BARRIERS	What might block progress and how will you reduce it?

Worksheet 3: review progress

FIRST EVIDENCE	What early sign would show progress?
REFLECTION QUESTION	What should you ask yourself after practice?
EXTERNAL FEEDBACK	What feedback will you request from another person?
ADJUSTMENT	What will you change if progress is weak?
NEXT 14 DAYS	What concrete action will you take in the next two weeks?

Use this after reading the Skill Mismatch primer or joining a personal development course.