The Navigators dream of seeing highly skilled, equipped, fruitful laborers empowered and released into our Calling together. Our Navigator Calling and Vision will advance most effectively when all of us are serving with joy according to our God-given design. We invite you to thrive by engaging in a developmental process with this Navigator Development Plan (NDP).

While each of us is accountable to God for pursuing our potential, Navigator leaders and coaches want to partner with you by encouraging development for every Navigator staff person, to present “everyone mature in Christ” (Colossians 1:28). Our desire is to:

- **Catalyze** an organizational culture where lifetime learning and development is intentional, available, and normative for all staff, including spouses
- **Engage** people in their own personal and professional annual goals for development with personalized support from a coach
- **Build** on the work of the Holy Spirit, focusing on strengths (2 Peter 1:3-8, Ephesians 4:11-16)

### To help you get started...

First, consult your supervisor for approval and support in the NDP process. Then visit the NDP website ([www.learninganddevelopment.org](http://www.learninganddevelopment.org)) to download the NDP document. On the website you can also learn about participating in 4-6 developmental conversations over a three-month period with a coach. *Additional resources are available on the L&D website.*

The questions and assessment tools on pages 2-4 flow from your Navigator Representative Profile. They can help you reflect on your God-given design along with your experience, and then identify your next best steps for growing in skills, character, and spiritual understanding. Page 5 will help you set goals to share with your supervisor and developmental coach. We recommend updating your development goals annually.
PERSONAL DESIGN – *Who am I?*

1. What am I passionate about?

2. What are my spiritual gifts, and how am I using them?

3. What are my natural talents and strengths, and how am I using them?

4. How am I living and serving in light of my temperament and personality?

5. What have been one or two significant experiences of contribution from my past (positive or negative) that are relevant as I move forward?

LIFE AND CHARACTER – *What’s going on right now?*

1. What am I enjoying most in my relationship with God and my family/friends that I want to continue?

2. What is one significant point of stress in my life and relationships these days?

3. What aspect of my character or inner life is the Holy Spirit speaking to me about? How might I benefit from seeking development, support, or input?
CONTRIBUTION

1. My current role/responsibility in my Mission/Ministry of The Navigators:

Which parts of my role/responsibility do I enjoy most and least, and why?

2. What are the primary competencies (tasks or relational) needed for fulfilling my current role and responsibilities?  How am I growing in these competencies?

   Examples:
   1) Build relational bridges and converse the gospel with nonbelievers
   2) Work well as part of a team
   3) Raise financial support and maintain communication with donors

3. What input have I received from my supervisor or other trusted friends related to any of the above questions?

4. What are my dreams/desires for future contribution in the body of Christ and The Navigators?
   What ideas for personal or professional development would I like to pursue some day?
These Navigator Representative Profile (NRP) categories may be used to identify possible areas for development. Select and mark in the margin what you see as three current strengths (S) and three current developmental desires (D).

Calling
- Called by God to Navigator ministry as a vocation
- Embraces The Navigators’ Calling, Vision, and Core Values
- If married, spouse embraces their mutual calling

Character
- Depends on God for life and ministry
- Consistently reflects humility, integrity, faith, and servanthood
- Displays teachability and submits appropriately to leadership and to others
- Lives out moral integrity and sexual purity
- If married, spouse also reflects these Christ-like characteristics

Convictions/Commitments
- Passionately desires to know, love, and become like Jesus Christ
- Depends on prayer and the authority and sufficiency of the Scriptures for all of life and ministry
- Experiences the transforming power and leading of Holy Spirit
- Developing a Kingdom gospel worldview
- Growing in vision for all peoples and nations
- Lives and ministers in loving community with others
- Intentionally works toward spiritual generations of laborers
- Willing to be mobile for the sake of the gospel and our Calling
- Agrees with The Navigators Statement of Faith and growing in our Values

Competencies
- Fulfills organizational responsibilities defined by job description and policies
- Demonstrates the ability to develop safe environments of love, grace, forgiveness, and truth
- Works well as part of a team
- Demonstrates increased knowledge and skill in using the Word of God
- Develops disciples and laborers while ministering among the lost
- Has completed new staff screening and training (for new staff reps)
- Manifests basic understanding of their personal design
- Manages life—finances, time, decision-making, family, and other relationships—adequately so that God is honored
GOAL SETTING
In light of your reflection on your design, life, character, and contributions, what priorities do you want to intentionally develop in the coming year? Pray and take into account: 1) where you sense the Spirit is focusing attention, 2) what area keeps coming to mind, and 3) what other people have brought to your attention.

GOAL 1
Desired Resources & Partners
Next Steps & Time Frame

GOAL 2
Desired Resources & Partners
Next Steps & Time Frame

GOAL 3
Desired Resources & Partners
Next Steps & Time Frame

Copies of this page should be given to your supervisor and to your development coach.
(This could be the same person.)