

**Professional Leadership Plan**

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## **Vision Statement**

I am at my best when I have spent regular time with God. I will try to prevent times when I am a workaholic. I will enjoy my work by finding employment where I can love, care for others and make of peoples day by doing a small act of kindness. I will find enjoyment in my personal life through spending time with my husband, family, friends and reading to learn about a topic of my choice. I will find opportunities to use my natural talents and gifts such as being empathetic, caring, fun-loving, and persevering to the end. I can do anything I set my mind to. I will help children out of poverty and out of abusive homes in Peru. I will provide an occupational therapy program that gives children living in these conditions a voice to help them feel empowered.

My life's journey is to start a non-profit organization that provides different programs that include occupational therapy interventions that incorporate providing coping strategies for children, education to families about domestic abuse and maintaining occupational balance, and mindful-based interventions while incorporating the transtheoretical model to induce change within family structures.

When I am old, my children, grandchildren, my friends will be at my 80th birthday. They will remember me trusting in God in every circumstance and being a God-fearing woman; they will remember me as kind, gentle, humble, servant-like, hospitable, selfless, caring, hard-working, a dreamer, positive, and fun-loving.

My most important future contribution to others will be to serve, care for, and listen to others; I will be someone who has great wisdom and advice, loves unconditionally and goes the extra mile to help others in times of need and celebrate with others in times of blessing.

I will stop procrastinating and start working on becoming more gracious and more open to new experiences. I will go on more vacations, live a little more, exercise more often, and have more adventures. I will value relationships over achieving my goals. I will also become a bit of a health nut.

I will strive to be strong and have a positive attitude. I will constantly renew myself by focusing on the four dimensions of my life:

- Spending time exercising 5 days out the week by going hiking, biking, running or playing tennis will make a positive impact on my life.
- Spending time reading my bible daily, praying daily and fasting when necessary and putting God first in everything I do will make a positive impact!
- Spending time learning by reading books on topics I am interested in to help me achieve my dream and get enough sleep every night for my brain to rest will make a positive impact on my life.
- Spending time with my husband and my family will make a positive impact on my life.

### **Strengths**

The Strengthfinder 2.0 indicated that my strengths were in the themes of: Focus, Significance, Futuristic, Learner, and Achiever (Rath, 2007). I am gifted at taking a clear direction, excel at prioritizing and then following through with all areas of life, as described by the Focus theme (Rath, 2007). I am independent and want to be recognized, as per the Significance theme (Rath, 2007). I am great at inspiring and others with my visions of the future, just as the Futuristic theme says. I am regarded as knowing a lot of information and being

excited to learn, my desire is to learn to continuously improve. I am a typical Learner (Rath, 2007). As an achiever, I am a hard worker and don't mind long hours of work; I am satisfied when I am busy and productive.

I feel the Focus strength describes me excellently. I can focus for long periods of time, I need to be in charge of my schedule and my life. I generate ideas for doing things better. I establish specific goals for myself every week that are measurable and achievable, and I always have clear direction for myself. I am positive when I am achieving and have accomplished many tasks as they indicated (Rath, 2007). I see the Significance strength in myself. I thrive when others view me as a trustworthy, competent, and believable individual. I work diligently, persevere, and I never give up. I try to surround myself with like-minded individuals. I am driven by my talents and I immerse myself in intense activities. Reading is one of my favorite pastimes. I find myself pressuring others to achieve their goals and start on them right now (Rath, 2007).

Another strength of mine is being futuristic; I am always focused on the future, I thrive on what I can accomplish, and I always want to know what the future holds for me. I refuse to leave my destiny to chance. I try to meet my goals for the future. I am enthusiastic about knowing what I can accomplish in the future months, years and decades (Rath, 2007) the descriptions of the Learner strength describes me well. I am a very sincere person. I dedicate myself to acquiring knowledge and using my skills. I love to learn and I am well read (Rath, 2007). A strength of mine is being an achiever. I work longer and harder than most people, and I strive to conquer my shortcomings. I do try to earn the affection of individuals I meet, but at the same time I don't think I am as strong in this regard as the achiever personality is portrayed (Rath, 2007). Many strengths contribute to my current and future success as an occupational therapist.

## **Growth Needs**

I have a tendency to lose track of time and not really engage with others, I have to force myself to engage with others who aren't like-minded. I try to make time to engage with others who aren't like-minded every other day to help me see a different perspective. I am not quick to trust others and I need to work on developing trusting relationships. Although, I continually try to think positively about circumstances in my life and this helps me building trusting relationships and spending time with others helps me to build those trusting relationships. I still treat others with respect and love even though I might not trust them or think the same as them. I overextend myself with obligations and I am working on saying "no," but this has helped me to learn from new experiences.

## **Leadership Style**

I am drawn to being a servant leader and I am more comfortable with this style as well. My primary leadership model is being a servant leader as always giving time, energy, resources to others for the sake of selflessness. I want to serve first instead of lead first and this will inspire me to lead. Leaders that serve will grow, become healthier, and more inclined to serve others. I enjoy this type of leader and I hope to be one of these leaders (Greenleaf, 1982). My secondary leadership model that I am most comfortable is "model the way" from Kouzes and Posner Leadership Inventory. I believe leaders need to stand for something, believe in something and care about something and be the example they want other to follow (Kouzes, & Posner, 2003).

**SMART Goals**

*One Year Goal.* In one year, I will join the Occupational Therapy Association of Colorado (OTAC). I will sign up as a member on their website and attend one of their board meetings. I will learn more about the profession and have more information about the upcoming volunteer opportunities and more information about special interest sections locations and opportunities to advocate for our profession. I will sign up as a member of OTAC in March, 2015.

*Objectives.* 1) I will sign up for OTAC membership. 2) I will attend at least one board meeting. 3) I will volunteer at an OTAC-sponsored event.

*Action, Outcomes and Resources.* The action I will take to meet this goal is to join Occupational Therapy Association of Colorado, OTAC. The outcome measures when meeting this goal will be networking with occupational therapists in my community who are more experienced and have more expertise. Another outcome will be finding a mentor who is an occupational therapist that attends OTAC. The resources I will gain by meeting this goal include new knowledge about the activities, conferences, awards, legislative activity, volunteer information, and special interest section groups in the state.

*Three Year Goal.* I will join the World Federation of Occupational Therapy (WFOT). I will sign up as member on their website. I will engage in continuing professional development by . I will learn more about the profession on a national level and promote occupational therapy on a world level. I will sign up as a member of WFOT in March, 2017.

*Objectives.* 1) I will sign up for membership in WFOT. 2) I will attend a WFOT-sponsored conference or symposium.

*Action, Outcomes and Resources.* The action I will take to meet this goal is to join the World Federation of Occupational Therapy by signing up on-line. The outcomes gained from this experience will include learning how occupational therapy is known globally and will help impact others globally. Also, by joining this organization I will be able to spread awareness of effective treatment plans and learn about how occupational therapy is impacting others on global scale. The resources will be research information will be available to me across the world. I will be able to network with occupational therapists in other countries and they will provide me with a wealth of knowledge. They will provide me with information about global changes in health.

*Five Year Goal.* I will found, own, and direct a new company for abused children and their families to heal and to bring hope to their situations through occupational therapy. I have become an advocate, friend and use personal experience to start company. I will develop a needs assessment, business plan, develop a marketing plan, and write grant proposals. I can achieve this and, should I fail, I will continue to raise enough funding or hire others for certain jobs to make this process more expedient. I will help those in need and give children who are in abused situations relief and a sense of empowerment through occupational therapy. The funding, planning and foundations of the non-profit organization will be established in 2019.

*Objectives.* 1) I will study effective interventions for children who have suffered from physical and emotional abuse. 2) I will develop a sustainable business model which I can use to provide services. 3) I will study all applicable laws pertaining to running a business in my area. 4) I will write a business plan. 5) I will write several grant proposals to help cover my startup costs. 6) I will incorporate my business, and file all applicable documents.

*Action, Outcomes and Resources.* The action I will take will be to use occupational therapy for abused children and their families to bring hope. The outcomes will include developing as a professional and as person. Another outcome will be strengthened leadership skills and strengthened application of occupational therapy knowledge. No one will provide the resources for me—I will have to learn most of the information myself and from other professionals on my team that are willing to start this company with me. I will have a nurse, family physician, speech language speech pathologist, psychiatrist, psychologist, and technologically-savvy people on my team. I will have written grants to cover the startup costs for the company.

*Ten Year Goal.* I will be board certified in pediatrics. I will become a manager, work in different setting for children such as outpatient, inpatient and home-health care. I will need to have many different awards and certifications within pediatrics. I will need to be a public speaker and be well-recognized. I will need at least 4 different professional memberships and 4 other certifications. This will require me to start early to make sure I am doing what I need to do to become board certified in pediatrics. I will grow as a professional, continue learning, become a stronger leader in the community, and become well-recognized to make it easier to obtain funding for programs and organizations I will start. I will start my journey to become board-certificated by March, 2019.

*Objectives.* 1) I will obtain and hold a job in an inpatient pediatric setting for 2 years. 2) I will obtain and hold a job in an outpatient pediatric setting for 2 years. 3) I will obtain and hold a job in a home-health pediatric setting for 2 years. 4) I will win the Marjorie Ball Award of Merit and the Dottie Davis Service Award. 5) I will speak publicly about occupational therapy at least 3 times per year. 6) I will continue to compile my AOTA portfolio as I prepare to apply for

Board certification in pediatrics. 7) I will submit an application, portfolio, and professional development plan to the AOTA.

*Action, Outcomes and Resources.* The action I will take will be to submit an application and make a portfolio to submit to a committee to become board certified in pediatrics. The outcome will be to be a well-recognized occupational therapist. The resources I will include a network of other professionals I will meet at my public speaking engagements or at the conferences and meetings for all four of the organizations I will be a part of. I will be able to connect with experts within pediatrics and gain their insight and knowledge as well.

### References

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Rath, T. (2007). *Strengths finder 2.0*. New York: Gallup Press.