

Personal Growth Strategy Worksheet

Manu Sharma – November 2025

Professional Growth Strategy You'll Actually Use

(Inspired by the Personal Business Model)

Context and Purpose

This worksheet is built as a guide for individuals who want to design a professional growth strategy they will actually use. It draws inspiration from the *Personal Business Model* framework by Tim Clark and expands it into a reflective, actionable tool for personal and professional alignment.

To make the process more relatable and meaningful, I've included sample responses drawn from my own experience and journey. These examples are not meant as templates to copy but as reference points to illustrate how each question can be explored with honesty, clarity, and purpose.

My intent is to help you look inward, distill what truly matters, and turn that understanding into a coherent personal strategy - one that reflects not only what you do but who you are becoming.

- *Manu Sharma*

PURPOSE (Start Here)

My One-Sentence Purpose

Strip it down until a 10-year-old could repeat it.

If you can't explain what drives you in one sentence, you don't yet understand it.

Sample (Manu): "To help people and organizations make sense of complexity so they can act with clarity, courage, and purpose."

Your Answer: _____

Why the World Needs Me

This isn't about your résumé. It's about the contribution you make.

If no one would feel the absence of your work, look deeper.

Sample (Manu): The world needs people who can translate confusion into confidence - who can make systems, people, and ideas align again. I help bring coherence where fragmentation exists, and that helps others lead with more humanity and foresight.

Your Answer: _____

What Would Break If I Stopped Showing Up

The answer reveals your real value - to others, and to yourself.

Sample (Manu): If I stopped showing up, the bridge between vision and execution would weaken. The teams I support would lose a reflective mirror that helps them see what they can't see about themselves or their strategy.

Your Answer: _____

UNIQUE ADVANTAGE (Your Personal Moat)

The Uncommon Belief That Defines My Approach

What conviction or philosophy quietly drives how you operate? Every thriving professional runs on a personal truth that feels contrarian.

Sample (Manu): I believe clarity is more powerful than confidence. Most people chase confidence; I help them build clarity, and confidence follows naturally.

Your Answer: _____

What Makes Me Hard to Replace

Skills fade. Credentials expire. But depth, reliability, and consistency create irreplaceability. Define yours.

Sample (Manu): My ability to connect analytical structure with human depth - to design frameworks that are rigorous but empathetic. I don't just solve problems; I help people see the meaning behind them.

Your Answer: _____

My Core Strength (My Safety Moat)

Is it empathy? Analytical clarity? Speed? Creativity? Name it specifically. Then build around it intentionally.

Sample (Manu): My moat is strategic empathy - the ability to see both the individual and the system, and to bridge emotional intelligence with organizational design.

Your Answer: _____

Personal Growth Strategy Worksheet Manu Sharma – November 2025

Where I'm Already Making a Noticeable Difference

What do people repeatedly thank you for, even when you don't notice?

Sample (Manu): People often thank me for helping them find direction - not by giving answers, but by asking questions that unlock their own thinking. I'm winning where strategy meets self-awareness.

Your Answer: _____

What Elevates My Work Above the Standard

Incremental doesn't transform careers. What makes your approach, thinking, or results dramatically different?

Sample (Manu): I integrate decades of leadership, teaching, and coaching experience into every conversation. My approach is not transactional; it's transformational - rooted in depth, simplicity, and enduring change.

Your Answer: _____

Personal Growth Strategy Worksheet
Manu Sharma – November 2025

OPPORTUNITY (Who You Serve and Why It Matters)

Who I Create the Most Value For

Not “everyone.” Who benefits most when I’m at my best - colleagues, clients, students, communities?

Sample (Manu): I create the most value for leaders, founders, and emerging professionals who are trying to find alignment between who they are and what they do - those who care deeply but need clarity and confidence to move forward.

Your Answer: _____

Their Biggest Pain or Unmet Need

What problem do I help them solve - emotionally, professionally, or practically?

Sample (Manu): They struggle with direction. They feel stuck between ambition and uncertainty. I help them untangle the noise, reconnect to their purpose, and turn intention into a roadmap.

Your Answer: _____

Where I Should Focus First

Don’t chase scale too soon. Win in one arena before diversifying your energy.

Sample (Manu): I focus first on deep, one-to-one or small-group engagements - where real transformation begins. Scale can come later, but impact begins in conversation.

Your Answer: _____

STRATEGIC CHOICES (Your Discipline)

What I Will ALWAYS Do

These are your non-negotiables - your personal leadership code.

Sample (Manu): I will always tell the truth, even when it's uncomfortable. I will always prioritize people over processes. And I will always help others grow, even if it means I move slower myself.

Your Answer: _____

What I Will NEVER Do

Integrity is defined by what you refuse. Say "no" more clearly than you say "yes."

Sample (Manu): I will never chase popularity over purpose. I will never pretend to know what I don't. I will never use influence without accountability.

Your Answer: _____

My #1 Growth Priority This Year

One focus. Not five.

Sample (Manu): To scale my impact through writing and teaching - refining how I share ideas that help others think more deeply and act more clearly.

Your Answer: _____

My Current Constraint / Roadblock

What's actually holding me back - skill gap, mindset, time, clarity, or confidence?

Sample (Manu): My bottleneck is time and overcommitment. I tend to say yes to too many meaningful things, which can dilute energy from the most strategic ones.

Your Answer: _____

Personal Growth Strategy Worksheet
Manu Sharma – November 2025

How I'll Remove That Challenge

What's the concrete plan? Mentorship, learning, delegation, or a daily habit?

Sample (Manu): I'm refining my commitments - moving from "many good things" to "few great things." I've begun creating systems that protect time for reflection, writing, and renewal.

Your Answer: _____

Personal Growth Strategy Worksheet Manu Sharma – November 2025

EXECUTION SYSTEM (Making It Real)

Quarterly Focus Areas (3 Max)

Pick three measurable outcomes - not activities - that matter most.

Sample (Manu):

1. Publish 10 new reflective essays on leadership and systems.
2. Design and pilot a new leadership development framework for social impact organizations.
3. Strengthen 3 strategic relationships that align with long-term collaboration goals.

Your Answer: _____

Monthly Milestones

Break your big priorities into small wins.

Sample (Manu):

- Month 1: Draft two articles, refine speaking outlines, mentor two emerging leaders.
- Month 2: Launch first framework pilot, document outcomes.
- Month 3: Review lessons, refine model, and prepare for public rollout.

Your Answer: _____

Support and Accountability Partner(s)

No one grows alone. Assign names to your accountability - mentor, peer, coach, or even your future self.

Sample (Manu): Trusted peers in my leadership network, colleagues from TiE Ottawa, and my writing community - who help keep my work grounded, honest, and evolving.

Your Answer: _____

Personal Growth Strategy Worksheet
Manu Sharma – November 2025

STRATEGIC STORY (Your Narrative)

The Story I Want Others to Know and Tell About Me

What do you want colleagues or clients to say when you're not in the room?

Sample (Manu): That I made complexity simple. That I led with integrity and empathy. That I helped people believe they could lead - not because of authority, but because of awareness.

Your Answer: _____

My Sticky Phrase for This Strategy

Mine is "I grow because _____."

Sample (Manu): "I grow because I keep learning how to serve better."

Your Answer: _____

Final Reminder

The best growth strategy isn't the most complex one.

It's the one you can **remember, believe in, and act on every single Monday morning.**
