# **Introduction**

The Individual Impact Plan is a five-step process that will help you create goals for your life’s impact that are authentic to who you are, effective for what you want to achieve, and adaptable to how you will grow and change as you go through life. Read through each step entirely and write down your responses to each question in the box provided. This will serve as your guide in developing and updating your Individual Impact Plan.

While in the Greenhouse Scholars program, you are held accountable to update your Individual Impact Plan at least twice a year: at the mid-year and end-of-year Scholar reflections. But don’t limit yourself to only looking at this plan twice a year! Reference this document during conversations with your mentor, professional networking meetings, with your professors, and at the next Greenhouse Scholars event that you attend! Keep it updated and accurate because you never know who might be inspired by it and choose to invest in your ideas for creating big and lasting positive change.

**\*\*Important\*\***

**A new addition to the Individual Impact Plan component is that you can OPT-IN to have your Individual Impact Plan posted on our website each semester.** As these plans represent your real-life goals for impact, we want to place them in front of our community members and allow them to offer help to the plans that resonate with them the most. This gives you more ‘skin in the game’ and could result in powerful partnerships and resources for you to leverage. No one can accomplish big, audacious, and lasting change alone. Use your Individual Impact Plan as an opportunity to recruit our community to help you accomplish your plans for impact!

**Please highlight one of the options below indicating whether you agree to have your Individual Impact Plan posted on the Greenhouse Scholars website.**

* Yes! Please share my Individual Impact Plan on the Greenhouse Scholars website.
* No. I prefer to keep my plan only viewable to staff and Scholars.

Please answer all of the following questions in complete sentences. Feel free to respond in as many words as you see fit.

Step One: What’s Your Passion - *(Your WHY)*

Who you are can be viewed as a combination of your passions and your unique story. Knowing what you’re passionate about and your story will help you identify the positive change you want to make in your lifetime. It also gives you the expertise and credibility to make that change! Let’s start with who you are as an individual.

In the space below, answer the following questions:

* What topics and issues am I passionate about? Why?
* What energizes and motivates me?
* What is the World I want? *Example: “The World I want is one where everyone has equal opportunity regardless of where they are born.”*

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Next is your story. Your story is uniquely yours and it connects you to the topics, issues, and beliefs that you care about. Sharing your story and how it connects to the impact you want to make in your lifetime allows everyone else to understand your purpose, your authenticity, and it will attract others to help you accomplish your goals.

In the space below, answer the following questions:

* What is my personal story and how does it connect to my beliefs and the issues I care about?
* How have my lived experiences prepared me to accomplish my goals for impact?

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Your answers to the above questions make up your *why statement*. Your why statement should clearly express your unique experience, what you care about, and reflect the difference you want to make in the world. Every action you take towards accomplishing your impact goals should point back to your why statement.

Step Two: Action Steps *- (Your WHAT)*

In Step One you identified your *why*, which includes who you are and how that connects to your impact goals. Now, it’s time to identify your *what*, which is the overall impact you want to make in your lifetime and the specific steps you plan to take to accomplish that impact.

Take a moment and ask yourself, *what legacy do I want to leave in my lifetime? What do I want to be known for?* Your impact goal should be something that you are inspired by, inspired to be a part of, and where you want to dedicate your time and resources. It is not an immediate goal, but one that is wrapped up in your life’s journey. Answer the following questions:

What is the overall change that I want to accomplish in my lifetime? *BE AUDACIOUS AND THINK BIG! What change could you accomplish with unlimited time and resources?*

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What are the specific impact goals that are connected to accomplishing this change? *Be specific! You should have at least 3 goals that are connected to achieving your life’s impact.*

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Your answers to the questions above create your impact statement. This impact statement functions as your compass, your north star, in that every individual action that you take to accomplish your impact goals should point directly back to this impact statement.

Thinking of your impact statement, in the space below write which area(s) of impact your work pertains to. This will be used to categorize your Individual Impact Plan on our website. *For example, this could be one area of impact, such as healthcare, or a combination, such as healthcare, policy, women’s rights, and equality.*

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Now, let’s identify what specific actions you can start taking today and in the future to accomplish your 3 (or more) specific impact goals that you listed above. These actions should be specific and clearly actionable. The more specific the better so that you can easily keep track of what you’ve accomplished and what’s left to do. Answer the following questions:

In regards to my impact goals, what actions am I committed to take right now (within the next 6 months) to work towards achieving them? Feel free to write each goal, then list the actions underneath.

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What actions do I plan to take in the future to work towards my impact goals? Think about what actions you can complete in the next 1-4 years. Feel free to write each goal, then list the actions underneath.

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Write down all of the action steps that you’ve completed for each of your impact goals. Don’t be modest! Keeping a record of what you’ve accomplished is evidence of your hardwork and it shows you how far you’ve come and what’s left to do.

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Write down all of the action steps that you are currently struggling with. What barriers and obstacles are you facing that are preventing you from accomplishing these actions? Share what you need help with so that the right person can offer you that help.

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Step Three: Identify Your Communities *- (Your WHO)*

No matter what positive change you want to make in the world, you cannot do it alone. You will need to collaborate with others. Additionally, no matter what positive change you’re going to make, you will be affecting at least one community, but likely more. In this step, you are going to identify all of the communities that will make up your *Community Ecosystem*. Your Community Ecosystem includes the people that will be directly or indirectly impacted by your Individual Impact Plan, along with the people that can support you and your big goals for impact.

The table below will help you identify the communities you plan to target directly and the people/groups/communities that can support you and your work. Add more rows as needed!

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| What communities do I care about and want to be the target of my impact?  | Why do I want to impact these communities? | Why should others care about these communities? |
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| Who can support me and my goals for impact?  | How can these people/groups/communities support me and my goals for impact? |
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Now think about the communities that you are not targeting directly, but may be indirectly affected by your impact. These communities may want to help you achieve your goals, or they might be against them. This is a very big group and it might include people who you agree with, or not; people who think, behave, and believe similarly to you, or not; people with similar life experiences as you, or those from completely different backgrounds and communities. Answer the following questions:

What communities might I impact indirectly through my impact plans? Will this impact be positive or negative? *For example, if my goal is to increase the overall quality of my community’s public schools, how might this affect local businesses, property owners, or nearby towns?*

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What groups hold different or opposing interests from my target community? How can I work TOGETHER with these groups to make my impact bigger, more inclusive, and more effective?

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Step Four - Leverage Your Resources *- (Your HOW)*

Every one of us has resources at our disposal. First off, we have our own skills, strengths, and expertise that we use every day. We also have our relationships with the people around us. We have family, friends, neighbors, professors, coworkers, and bosses who we can ask for help and recruit their talents and advice. Additionally, as a Greenhouse Scholar, you have the entire Greenhouse Scholars community to leverage to help you achieve your goals! This includes your mentor, professional contacts, staff members, our corporate partners, and our national community. Answer the following questions:

What are all of the resources (money, advice, knowledge, degrees, power, connections, etc.) that I need in order to accomplish my impact goals? Which of these resources do I already have?

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How can I present my Individual Impact Plan to diverse audiences in order to leverage more resources?

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**YOU are your biggest resource!** Therefore, it is critical that you take care of yourself in order to succeed in helping others and in accomplishing your goals.

What actions are you committed to take to ensure that you are prioritizing both your physical and mental health? Please note that there are no right or wrong answers here. Feel free to include both self-care that you already do and goals for healthy habits that you’d like to pursue.

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Step Five: Update. Adapt. Repeat.

Your impact statement, goals, target communities, and resources will change and evolve as you grow, learn, enter your career, and mature. This is natural! Even if your overall impact statement and goals remain the same, you may change the specific action steps that you plan to take. This Individual Impact Plan is a living, breathing, and evolving document that needs to be updated and adapted consistently. Keeping this plan up-to-date will give you more clarity on not only your goals for impact, but on other important life decisions as well. Such as, your education, your career path, your personal brand, and even how you choose to spend your free time. Knowing your authentic self and what you want your legacy to be is an empowering process which takes time, but yields great rewards for those who choose to do it. Let’s work together to create the World we want.