



Nonprofit Career Mapping & Success Planner

(A Companion Resource to the Nonprofit 360 Foundations Program)

Purpose

This template is designed to help you chart a meaningful 2–5-year career journey within the nonprofit sector (or beyond), by taking a strategic, holistic look at your personal needs, sector alignment, future trends, strengths, barriers, goals, and ultimate impact.

Section 1: Know Yourself — Core Career Needs & Drivers

What are your top 5 career priorities today? (Check up to 5)

- ☐ Stability / steady income
- ☐ Work that aligns with my personal values
- ☐ Opportunities to lead or manage
- ☐ Flexibility in work schedule or location
- ☐ Continuous learning & professional growth
- ☐ Space for creativity & innovation
- ☐ Making a difference in people's lives
- ☐ Building strong networks & relationships
- ☐ Recognition & advancement opportunities
- ☐ Other: _____

What are your non-negotiables for the next 2–5 years?

Section 2: Sector Fit & Future-Readiness

Why are you drawn to (or staying in) the nonprofit sector?

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What concerns, fears or frustrations do you have about working in nonprofits?

Which department or area of the sector feels like the best fit for you? (Check all that apply)

- ☐ Programs / Direct Service
- ☐ Fundraising & Development
- ☐ Marketing & Communications
- ☐ Finance & Accounting
- ☐ HR & Operations
- ☐ Policy / Advocacy
- ☐ IT & Data Systems
- ☐ Executive Leadership / Strategy
- ☐ Community Outreach & Partnerships
- ☐ Other:

Looking ahead, which emerging sector trends do you feel most impact your career? (Check up to 2)

- ☐ Data & AI integration
- ☐ Donor demands for transparency & impact
- ☐ DEIB accountability & culture shifts
- ☐ Staff wellness & retention pressures
- ☐ Remote tech & hybrid systems
- ☐ Compliance, data privacy & cybersecurity
- ☐ Alternative financing & cost-saving models
- ☐ Other: _____

Section 3: Your Strengths & Potential Barriers

What are your top 3 personal strengths you bring to your work?

1. _____
2. _____
3. _____

What are your top 3 barriers or gaps to address?

1. _____
2. _____
3. _____

Section 4: The Personal Resilience & Equity Lens

How will you maintain energy & avoid burnout as you advance?

How do you want to contribute to a more equitable, inclusive sector or society?

Section 5: Crafting Your Goals & Roadmap

Where do you want to be in the next 2–5 years?

What key experiences, skills, or credentials will you need to reach this vision?

Section 6: Your Sequential Action Plan

Next 12 Months:

Next 2–3 Years:

Next 4–5 Years:

Section 7: Your Personal Career Story & Legacy

Write your Career Vision Statement in 2–3 sentences:

(Optional) Create a micro-vision board: Sketch, list or later paste words & images that capture your 5-year vision.

Section 8: Accountability & Check-Ins

Who will support you or hold you accountable?

1. _____
2. _____
3. _____

How often will you revisit this plan?

- ☐ Quarterly
- ☐ Twice a year
- ☐ Annually

Section 9: Your Change Agent Pledge

In one line, write the change or legacy you hope to create through your work.

Revisit this document regularly. Your goals will evolve, but staying intentional and strategic ensures you're always growing with purpose — for yourself, your organization, and the communities you serve.