

1-3 Year Career Planning Framework | by Prame Kittikorn

Gaps & Growth Areas

Skills I need to develop:

1. _____
2. _____
3. _____

What's holding me back from the next level?

PART 2: WHERE DO I WANT TO BE? (1-3 Year Vision)

Target Role: _____

Target Company/Industry: _____

Target Income Range: _____

What does a great day look like in this target role?

What impact do I want to make?

PART 3: HOW DO I GET THERE? (Quarterly Action Plan)

This Quarter (Next 90 Days)

Theme: Build foundation & fill critical gaps

Action Item	Deadline	Status
_____	_____	_____
_____	_____	_____
_____	_____	_____

Quarter 2 (Month 4-6)

Theme: Expand skills & build visibility

Action Item	Deadline	Status
_____	_____	_____

_____	_____	_____
_____	_____	_____

Quarter 3 (Month 7-9)

Theme: Take on stretch assignments

Action Item	Deadline	Status
_____	_____	_____
_____	_____	_____
_____	_____	_____

Quarter 4 (Month 10-12)

Theme: Position for the transition

Action Item	Deadline	Status
_____	_____	_____
_____	_____	_____
_____	_____	_____

PART 4: WHO CAN HELP ME?

Mentor / Coach: _____ (How often do we meet? _____)

Accountability Partner: _____ (How do we check in? _____)

Network to Build: _____ (Where? Events / Online / _____)

Communities to Join: _____

Your career is not a ladder — it's a portfolio of experiences. Every skill you build, every person you help, every challenge you face adds to who you're becoming.