



Professional  
Coaching

Mentoring

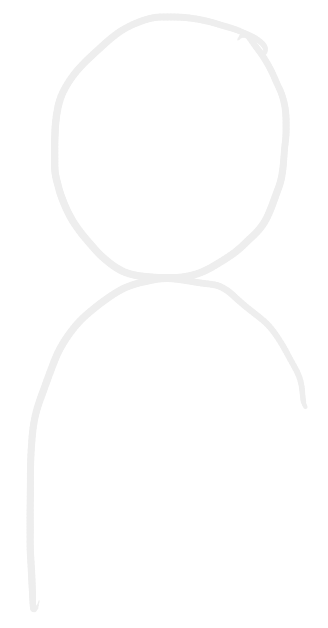
Technical Transformation

Organizational Transformation

Business Transformation

Teal / Agile / Lean / Change

Personal Mastery



Name \_\_\_\_\_  
Date \_\_\_\_\_

Change Agent Map  
agileety.com/change-agent by @JordannGross  
Based on Agile Coaching Competency  
Framework by Lyssa Adkins

Facilitating

Educating

Facilitating

Ability to facilitate the individual's, team's, or organization's process of discovery, holding to their purpose and definition of success.

Educating

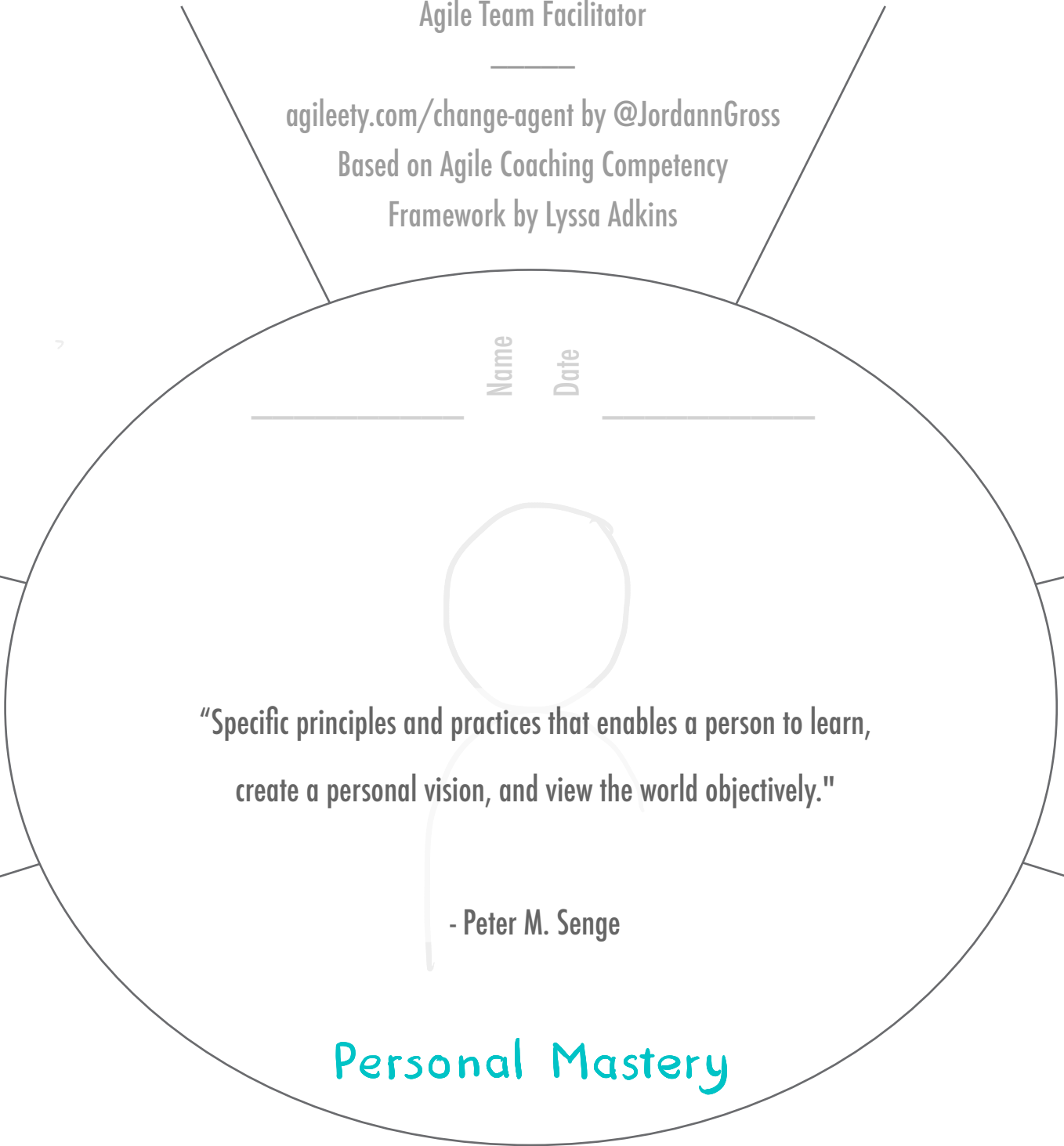
Ability to offer the right knowledge, at the right time, taught in the right way, so that individuals, teams and organizations ingest and use the knowledge for their best benefit.

Professional Coaching

Ability to act as a coach, with the client's interest determining the direction, rather than the coach's expertise or opinion.

Mentoring

Ability to impart one's experience, knowledge and guidance to help grow another in the same or similar knowledge domains.



Ability to learn and deeply understand basic transformation topics like Agile values and Lean principles.

Not only at the level of practices, but also at the level of the principles and values that underlie the practices enabling appropriate application as well as innovation.

Teal / Agile / Lean / Change

Professional  
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Agile Team Facilitator

[agileety.com/change-agent](http://agileety.com/change-agent) by @JordannGross

Based on Agile Coaching Competency

Framework by Lyssa Adkins

Name \_\_\_\_\_

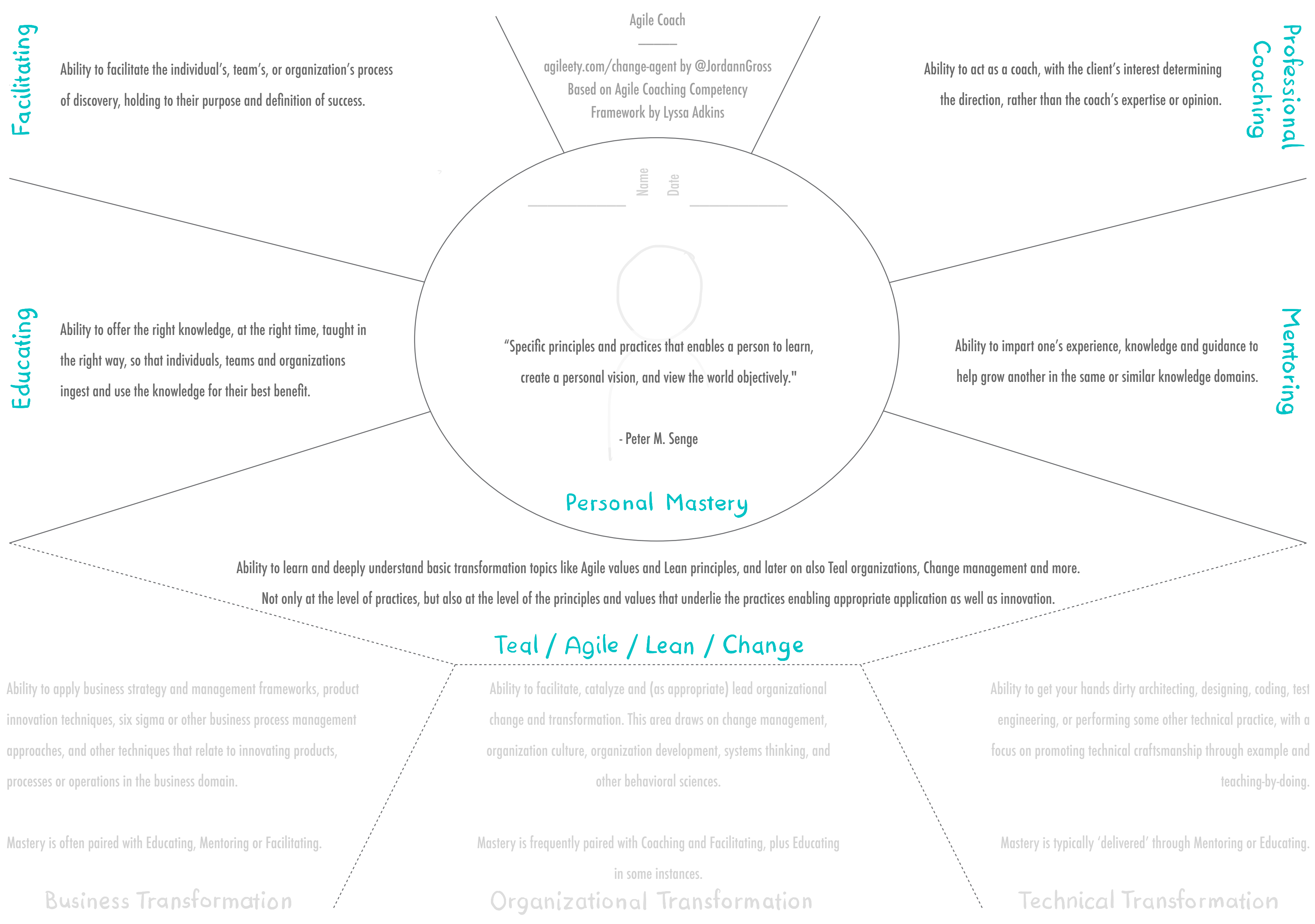
Date \_\_\_\_\_

Personal Mastery

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Facilitating

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Professional  
Coaching

Mentoring

Agile Coach

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Name \_\_\_\_\_  
Date \_\_\_\_\_

Personal Mastery

Teal / Agile / Lean / Change

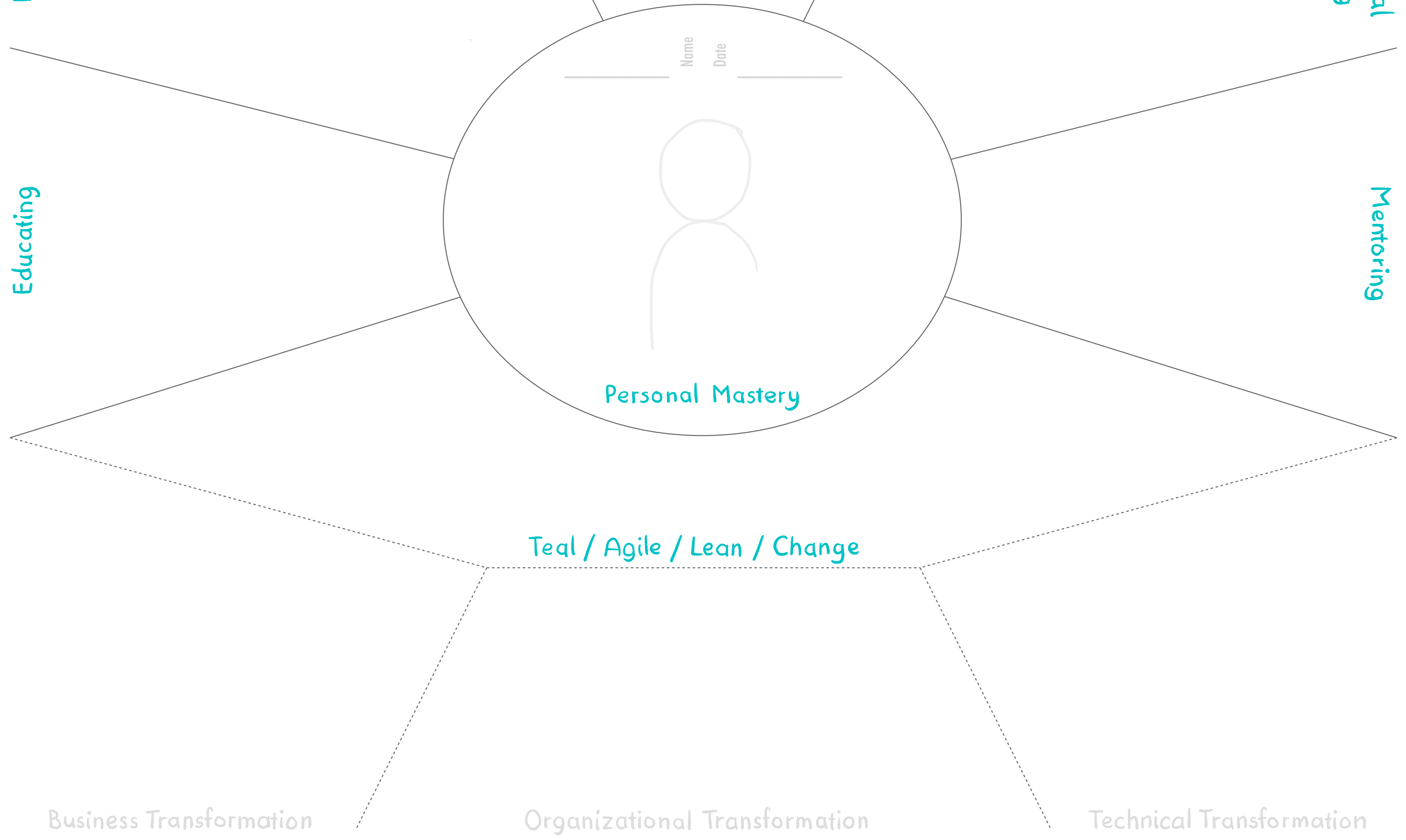
Business Transformation

Organizational Transformation

Technical Transformation

Facilitating

Educating





Professional  
Coaching

Mentoring

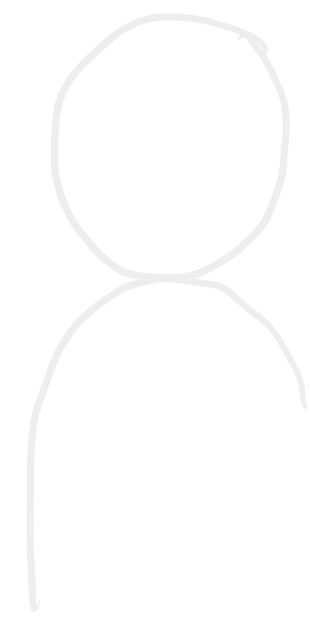
Technical Transformation

Organizational Transformation

Business Transformation

Teal / Agile / Lean / Change

Personal Mastery



Name \_\_\_\_\_  
Date \_\_\_\_\_

Enterprise Coach  
agileety.com/change-agent by @JordannGross  
Based on Agile Coaching Competency  
Framework by Lyssa Adkins

Facilitating

Educating



# Personal Development Map

[agileety.com/change-agent](https://agileety.com/change-agent) by @JordannGross  
Based on Agile Coaching Competency  
Framework by Lyssa Adkins

## Applying skills

Up here the focus is much more on soft skills which are related to what you're doing. They might be harder to describe as well as harder to develop. There will often be some hard skills backing up these soft skills.

## Applying skills

## Applying knowledge

On both sides of you are the core ways of applying your base knowledge. This is often a healthy combination of adding value with your hard skills. That value multiplies when you add the right soft skills to it.

This is you! :)

At the center of it all. This is where everything comes together. Investing in yourself is investing in all surrounding areas. If you're 'stuck' here, you will make little to no progress on the other parts. Keep an open mind to continuously improve, but don't be too hard on yourself!

## Personal Mastery

## Applying knowledge

Here is the ground you stand and build on. This is the base knowledge/training/mindset/etc that's needed for your type of work

## Core knowledge

Down here are the deeper expertises of the core knowledge. This is mostly for senior professionals and leaders who are getting more specialized.

## Deep expertise

## Deep expertise

## Deep expertise