



Five Under- Rated Learning Activities

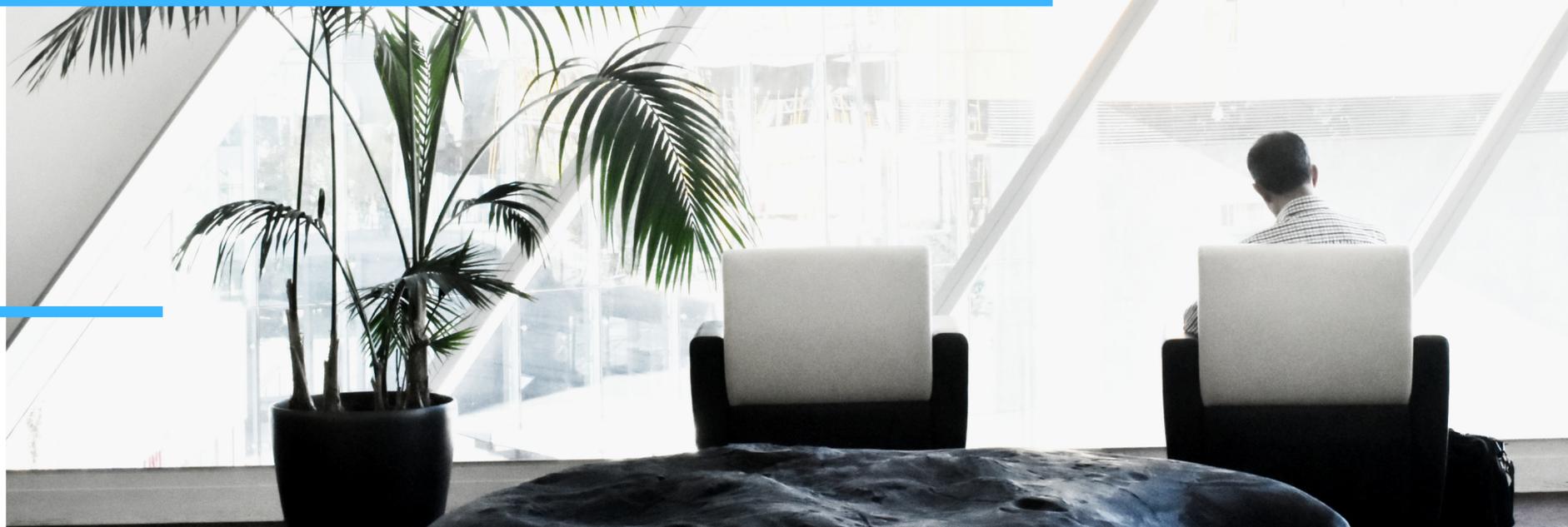
EXPERIENTIAL AND SOCIAL
LEARNING OPTIONS THAT WILL HELP
YOU MEET YOUR DEVELOPMENT
GOALS

Job Shadow

Spending time with someone in the same or a different role as you.

Try it with: New employees who have seen success and want to continue to grow; those ready for a new job; those who need to collaborate with other departments and would benefit from understanding their role and priorities.

Pro tip: Learn from someone who is not like you, who thinks differently, takes different approaches, has a unique skill set. Listen and watch. Refrain from telling them your approach and instead focus on what they do differently. Ask questions. See what you can learn.



Stretch Project

An assignment or volunteer opportunity (try an industry association!) that let's you flex some new muscles.

Try it when: You want to build skills that you do not use, or do not use enough, in your current role; when you need to expand your network and visibility by working with new people.

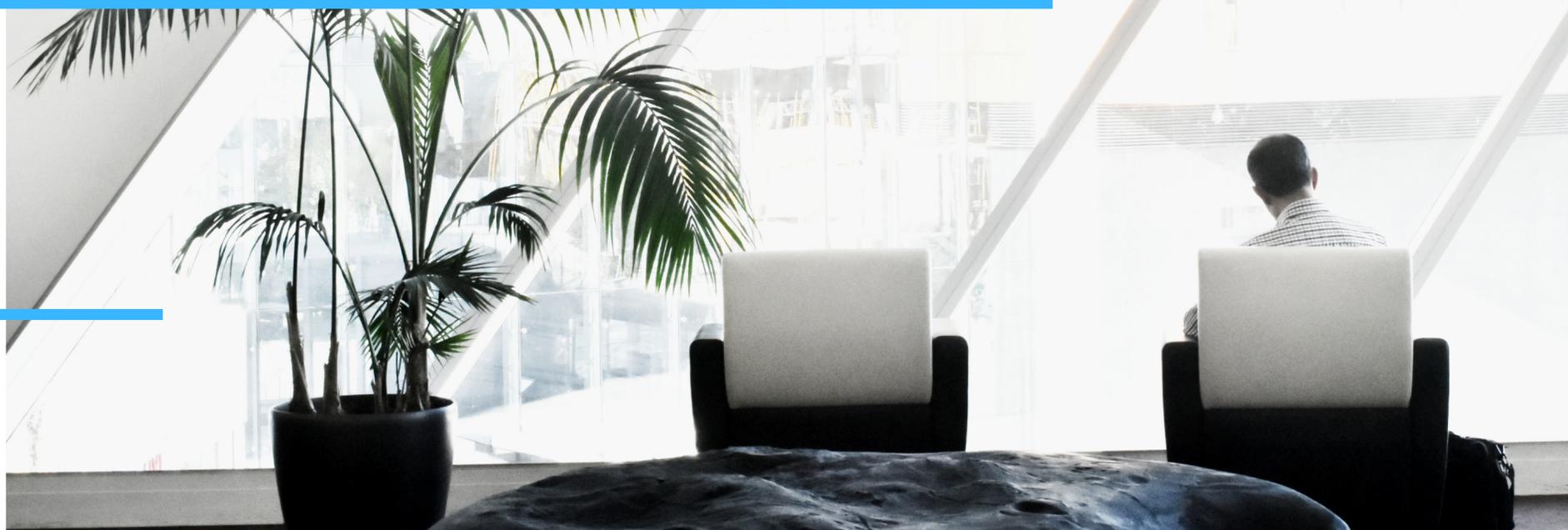
Pro tip: Yes, you are essentially taking on more work so prepare accordingly. Consider this is a complimentary development goal... find ways to work smarter or leverage others.

Role-Playing

Practicing challenging skills in a safe environment by mocking up real-world scenarios and conversations. Role playing let's you get the "kinks out" and builds up muscle memory, so when the real situations arise, you're ready.

Try it when: You are developing new skills or honing existing skills that take some practice.

Pro tip: Set aside time regularly with a partner or in a team meeting to work through challenging situations like sales calls and common objections, pulling insights from data, kicking off a meeting, or other key skills.



Mentor

A formal or informal relationship with someone designed to help you learn from someone who has been along your career journey or has complimentary skills.

Try it when: We believe EVERYONE can benefit from one or more mentors at any point in their career.

Pro tip: Mentoring requires mutual investment, but also leads to mutual gain. Don't wait for a formal mentoring program, find a mentor who fits your style, goals, and is willing to invest some time. Work together to create mutual expectations for how your mentoring relationship will work.

Peer Network

A group of people who share a passion for something or have a common skill or focus area and want to learn to do it better. Work together to share ideas, best practices and build skills.

Try it when: You want to hone a particular skill, want to practice leading and coaching others, or need to expand your network.

Pro tip: Find an existing forum that meets your development need (e.g. Toastmasters), or create your own!

