

Examples of Individual Development Strategies

Action steps are activities that support an employee's ability to add knowledge or skills. These steps are developmental, helping the employee to prepare for growth opportunities. Action steps often identify classes or workshops but many other approaches are equally effective. These include but are not limited to:

- Receiving 360 degree feedback
- Be a temporary manager
- Become chair or member of a project or taskforce
- Clean-up an internal "mess", fix-it or turnaround
- Coaching from a supervisor or manager
- Coaching from mentors in a formal arrangement
- Coordinating or managing an event or presentation
- Develop a plan to improve a personal weakness
- Directed reading with opportunity for discussion
- Give presentations
- Informal coaching from colleagues and others
- Managing or working with a specific project
- New assignments
- Planning and implementing a new program, service, or system
- Set up cross-training
- Studying a problem or performing a needs assessment
- Suggest changes based on customer needs
- Teach others a skill or process
- Volunteer experiences
- Work on a process-improvement team

