

How to make time for career development

Don't delay your development

If we look for the perfect moment to focus on our development, we're likely to be left waiting and stagnating in our careers.

Adopting a *'create don't wait'* mindset when it comes to your career helps increase your learning and cultivate your curiosity.

If there was nothing getting in the way of your career growth, what would you do differently?



How to prioritise career development



Shared learning goals

Sharing career development priorities helps you increase your clarity and commitment.

Sharing increases accountability and helps other people to spot opportunities to support and celebrate your success.

Keep goals simple by using statements that reinforce clarity.

This sounds like:

👉 *'The learning I'm looking forward to is...'*

👉 *'By the end of the year, I want to be better at...'*



Knowledge-swap sessions

An efficient way to develop 'outside-in' learning is to approach peers in non-competing organisations to co-host a team development session, where teams share expertise with each other.

These knowledge-swap sessions allow everyone to spend time in a different working world, creating new connections, and learning together.

Try superpower swaps. Each team shares one of their superpowers and three top tips on how to develop that skill.



Micro-learning moments

Practicing micro-learning moments is a memorable and simple way to kickstart the habit of continual improvement.

Effective micro-learning moments take less than 10 minutes, they're small but significant in impact, as you benefit from a compound effect of learning over time.

Try Fast Feedback. Ask your team members to answer the same fast feedback question:

👉 *'What 3 words would you use to describe me at my best?'*

"The more team members see the positive impact of investing in their career development by their managers, the more likely they are to do the same. Helping managers help everyone succeed in their squiggly careers"

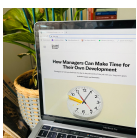
Helen Tupper and Sarah Ellis



Who would make a great Squiggly Career Accountability Partner?



Recommended resources



How Managers Can Make Time for Their Own Development

Our latest article published in Harvard Business review about how managers can prioritise their own career development.



10 actions to accelerate your career development

We share 10 practical ways to invest in your development and accelerate your growth in #251 of Squiggly Careers.