



Thinking Prompts for Your Own Development

Use this resource to help you identify areas for further development, options for learning more and individuals who can provide support to you. These questions help prompt you to think about your own development.

Questions about **WHAT** you will develop

- Think about a recent learning experience. As you practiced skills, which were easiest to implement? In what situations and scenarios can you use these now? With whom can you apply these now?
- Consider a recent learning experience. As you practiced skills, which were most difficult to implement? What was it about these that was the most challenging and difficult? (i.e., Remembering steps? Using skills in your own words? Being engaged while at the same time managing the process? Applying to your own situation?)
- What about your current business environment is changing at a rapid pace or becoming more complex? (i.e., Technology? Products? Services? Clients? Competitors?) What one thing could you learn more about to help you address this change and complexity?
- What requests have you heard from employees, peers, other organizations and customers? In order to address these requests, what skills, knowledge or abilities do you need to access?
- When you envision solving your most pressing problems, what are you doing differently that you aren't doing now? What skills, knowledge or abilities do you need to have in order to handle these problems?
- Everyone is considered to be strong in areas of their profession and expertise. In what areas are you strong? In which areas do others come to you for input and advice?
- What goals have you set for yourself either as a result of feedback or as part of performance planning that if you achieve will further your career and reputation? What can you do or learn in order to increase your chances of success in achieving these goals?
- As you look at others that you admire, what qualities, skills, knowledge and networks do these individuals have that you would like to emulate?

Questions about **HOW** you build your capability and momentum

- Recall a time in your life that you felt proud of using something that you had learned. How did you learn what you used? (i.e., Formal course? Reading? Mentor or coach? Trial and error?)
- When you want to figure something out or know more about something, what do you do first? Second? Never?
- If you were to attend a formal learning event, what types of activities would you hope you would participate in? (i.e., Practice sessions? Small group discussions? Hearing from experts?)
- What professional journals, magazines or networking groups exist for your profession or in an area you would like to know more about?
- What books are available through your local library or a retailer about topics that you want to develop? How many of these have you read? Would you enjoy reading enough to invest in them?
- What learning and development resources are available through your own organization? Have you attended training that others in a similar role have attended, if available? Have you participated in online learning, if available?

Questions about **WHO** can support your development

- Who in your career and life do you go to when you need help? How does he or she help you?
- If you really wanted to know about how you were perceived, who would you ask?
- If you were going to ask people to anonymously evaluate your performance, skill, knowledge or abilities, who are the people that you would ask to complete that evaluation?
- When asked to think about a mentor or coach in your life, who comes to mind?
- In your organization, is there a department or individual that focuses on planning and implementing learning and development activities (i.e., Training group, HR development department, talent development department)? How can you access their expertise?