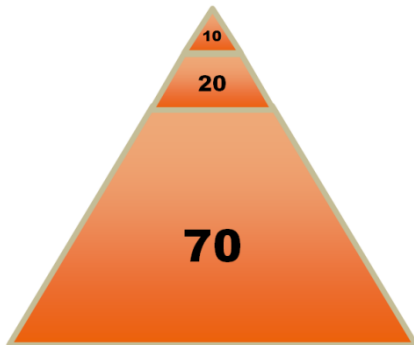# DEVELOPMENT PLAN ON A PAGE

DEVELOPMENT PLAN FOR:

As adults, 70% of our learning comes from the knowledge we gain through job-related experiences, 20% is derived through social interactions and 10% is acquired from formal educational events. Using these ratios, create a development plan for each of the three areas of development.

Identify the opportunities that would best support your development and use the blank spaces to note your plan.

Formal Education – 10%: *What Else is Out There?*

Formal training might be thought of as traditional "education". This includes opportunities like classes, seminars, webinars and conferences. Dedicate 10% or your development to formal education.
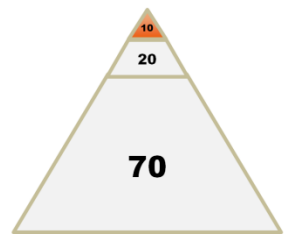
Visit Fairview's Organizational Development & Learning page to review formal education opportunities:
https://www.odandl.org/our-services/personal_development

☐ Development Classes:

_____

☐ Development Webinars:

_____

☐ OD&L App:

_____

☐ Leadership Development Cohort:

_____

☐ Attend an external class:

_____

☐ Other:

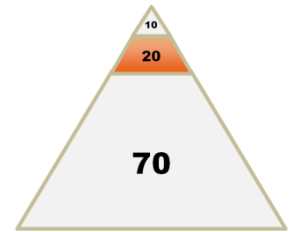_____

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ORGANIZATIONAL
DEVELOPMENT & LEARNING

DEVELOPMENT PLAN ON A PAGE

DEVELOPMENT PLAN FOR:

Social Education – 20%: *Who Can You Learn From?*

Development that occurs through social experiences such as collaborative projects, social learning, mentoring or coaching. *Dedicate 20% of your development to Social Education*

☐ Seek out a mentor or role model:

_____

☐ Ask for feedback:

_____

☐ Provide constructive feedback:

_____

☐ Start or attend a networking event:

_____

☐ Begin a mentoring relationship:

_____

☐ Join an industry association:

_____

☐ Other:

_____
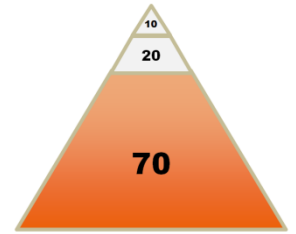
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DEVELOPMENT PLAN ON A PAGE

DEVELOPMENT PLAN FOR:

Job Experience – 70%: *What Can You Learn Every Day?*

Development that occurs in the workplace to refine job skills, learn from successes and mistakes, make decisions, receive feedback and interact with influential people. *Dedicate 70% of your development to job experience*

☐ Seek out a new project or process redesign:

_____

☐ Champion and/or manage changes:

_____

☐ Take on additional responsibility:

_____

☐ Cover for others on leave:

_____

☐ Share something with another department:

_____

☐ Lead a cross-functional team:

_____

☐ Complete postmortems:

_____

☐ Train/onboard a new employee:

_____

☐ Meet with another department to share best practices:

_____

☐ Cross-train with another employee:

_____

☐ Other:

_____

_____

_____

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