

5 NO-COST & FAIL-PROOF DEVELOPMENTAL ACTIVITIES



Mentoring Partnerships



Mentoring is one of the best developmental activities. You benefit just as much from mentoring as you do from being mentored which is why I believe in partnerships.

One mentoring partner is never enough. Once person will not be able to help you develop in all facets of your professional life.

I always say, "Everyone has something to learn." Embrace mentoring as a *must-have* when investing in your development. You can't lose!



Communities of Practice



Joining communities of practice (CoPs) is another way to develop that just requires an investment of your time and an open mind for learning. CoPs are professionals who meet, virtually or face to face, to discuss common topics of interest, share best practices, and leverage lessons learned.

CoPs are groups of people who share a concern or a passion for something they do and learn how to do it better as they interact regularly.



Shadow Assignments



Shadow assignments give you an opportunity to observe another person in their daily routine for a period of time. It is a great and practical way to learn new skills as well as build upon and enhance existing ones.

Some of the most impactful learning experience occur on the job, so why not develop yourself while watching others doing “real work.”



Teaching Others



In order to be a credible facilitator of learning, you need to be a master of the subject matter. Teaching others requires you to learn as much as you can about a topic. When the outcome is learning, you should be able to break the subject matter into small chunks. Being able to break subject matter into small chunks means allows you to gain a better understanding of the content.

“If you really want people to be able to do something as a result of you sharing your knowledge and skills, you need to continuously develop your own knowledge and skills.”



Mastermind Groups



Joining a mastermind group is simply a meeting of highly motivated folks who share a common goal and are looking to encourage and help each other improve. A great developmental strategy that doesn't cost any money is to surround yourself with people who are smarter than you. These people will challenge your assumptions, actions, and paradigms which will lead you to be a better professional.

