

How to develop yourself ...

Whether you are happy in your current role or chomping at the bit for your next challenge it's likely that you will have some development needs. Increasingly organisations expect the employee to take at least some responsibility for determining what those needs are. So where do you start? Michelle Lucas, our resident executive coach encourages her clients to think about two scenarios:

The present - What development do you need to do your current job really well?

The future - What kind of job do you want in 2 – 5 years time and what qualities will you need to develop in order to achieve this?

Also, consider using a framework that's often used to assess employee training needs, and separate out what Knowledge, Skills and Attitudes are required for each scenario.

First reassure yourself by remembering your strengths before analysing your weaknesses. There is a great book by Marcus Buckingham "Now Discover Your Strengths" which takes a positive view that it's much more powerful to develop your strengths than it is your weak points.

When you do analyse what your development needs are, create two lists. The first identifies weaknesses which can be "masked" or managed through exploiting your existing strengths. The second identifies those areas which you will hold you back, unless you grit your teeth and improve.

Once you have identified your lists – review them to identify your quick wins (those things you can probably achieve with relative ease) and your elephants (things that make you anxious just thinking about them!) Make sure you break your "elephants" down into manageable steps, otherwise you will never get started!

When you know what you need to work on, consider how you learn most effectively. Some of us like to take a text book approach, some like to think and reflect, others need to experiment or need to see how things are applied first. Find out your preferences via www.coachU4success.co.uk and take a quiz on "learning styles". You are more likely to be successful if you choose the approach that suits you best – for example on-line learning might sound very flexible, but if you are the kind of person who struggles with self-discipline or who likes to discuss things with others, you will have a tough time !

Try to be pragmatic about costs, training courses can seem like the easy option but are costly and often there are opportunities within your existing organisation (or as volunteer) that will only cost your time. Watch out for next month's article when I share with you some ideas on how to do this. Remember, if you value your job security, it will do you no harm to be seen to be keen to learn!

For more information about greenfields visit www.coachU4success.co.uk or call Michelle for a free consultation on 07717 122 950

Focusing you for success !

Contact : Michelle@coachU4success.co.uk