



Career Development | 10 Minute Tools

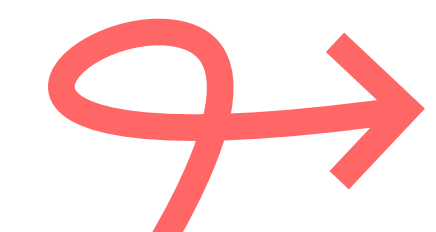
Learning in Limbo



Careers are about to get far more squiggly.

Our ability to invest in our learning capability will be crucial to our career resilience over the next 12 months.

The moments of uncertainty and opportunity will multiply and we need to be ready for them.





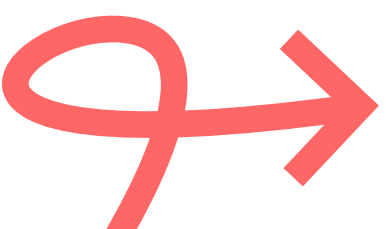
It might feel hard, but now is the time to think about how you learn and what you learn.

The following page shows a template for a learning plan. To use this, think first about what you want to learn, then answer the following questions:

How can I get hands on experience of this topic?

Experience should account for 50% of your learning plan.

What knowledge do I need to formally invest in and where could I learn it from? This is the Education part of your learning plan and it should account for about 25% of your effort. Think as broadly as possible about courses, online sources, books etc ...





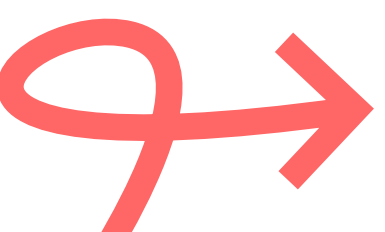
Who could I connect with and learn from? This helps you to identify the people and networks you need to be Exposed to benefit from 'borrowed brilliance'. These conversations and connections should represent about 25% of your effort.

Talk this learning plan through with your manager to see how they could support you.

Experience 50%

Education 25%

Exposure 25%





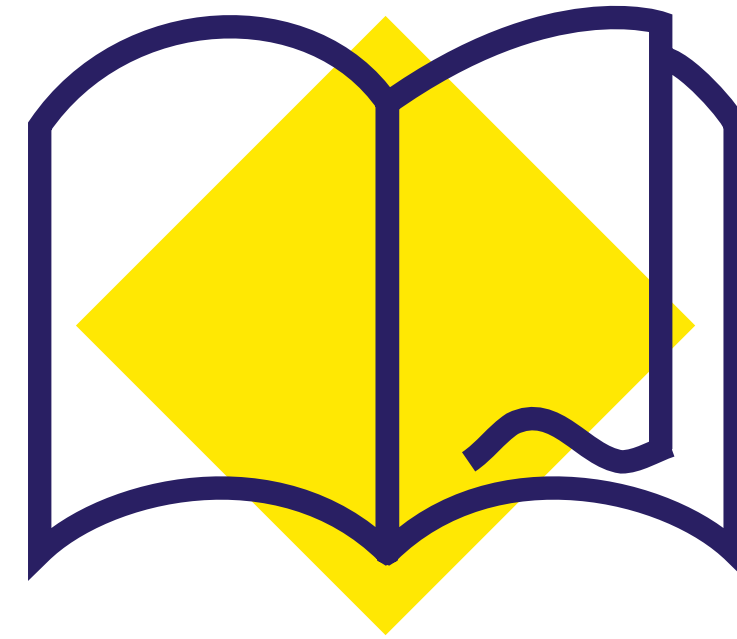
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