

Q06.

There is someone at work who encourages my development.

three x three

3 Facts

1. Nationally, only 4 in 10 employees strongly agree that someone at work is looking out for their development.
2. Nearly all employees who report having someone at work who encourages their development demonstrate behaviors of engagement.
3. Gallup's research suggests that the most effective supervisors and leaders intentionally individualize ongoing developmental support.

3 Ways to Encourage Development

Individualized

Customized for each person and consistent with their role.



Intentional

Directed and purposeful for each person.



Ongoing

Continuous process throughout each person's work life cycle.



3 Best Practices

1. Help colleagues track and celebrate "personal bests."
2. Don't look at development as a finished product. Keep moving goal posts to encourage next steps.
3. Pay special attention to long-serving employees. They need development opportunities, too.

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