

# Q12.

## This last year, I have had opportunities at work to learn and grow.

three x three

### 3 Facts

1. Only 4 in 10 people in Gallup's global database strongly agree that they have had opportunities at work to learn and grow in the past year.
2. The desire to learn and grow is a basic human need.
3. Growth is not solely about additional training. It can take many forms including finding better ways to accomplish things, taking on additional or new responsibilities, coaching others, or learning a new skill.

### 3 Ways to Foster Learning and Growth

#### Continuous

Create an environment that supports and encourages learning.



#### Expanding

Short-term "stretch" goals that motivate people to expand their knowledge and skill-set are powerful.



#### Aspirational

Create career-oriented development plans that align with each person's strengths and aspirations.



### 3 Best Practices

1. Create learning opportunities for individuals that are relevant to a larger group or organizational plan. Frequently check in on progress, asking, "what are you learning?" and "how often are you applying this to your role?"
2. Match a new employee with a veteran employee to help the new employee learn about the organization and job more quickly and provide an opportunity for the veteran to take on a new role.
3. Once a month, ask these questions:
  - Are there things you need to learn to do your job better?
  - What goals do you have right now? How can I help you accomplish these goals?

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