

Personal Development

Do you create an environment that encourages your employees to take responsibility for their future by investing in their personal development? Do you and your staff have a clear understanding of expectations?

Following is a great quote from *Alice in Wonderland* that we can consider and apply to various aspects of our lives.

“Would you tell me, please, which way I ought to go from here?” said Alice. “That depends a good deal on where you want to get to”, said the Cat. “I don’t much care,” said Alice. “Then it doesn’t matter which way you go,” said the Cat. – Lewis Carroll, Alice in Wonderland.



Identifying a destination, whether work related or in your personal-life, is a motivating force that drives the desire to improve and achieve. Motivations can change and evolve, however once you know where an employee wants to go, you can clarify goals, and develop a plan to get there.

Consider that each employee's confidence and personal development is the result of facing and overcoming challenges. If we accept the fact that the primary driver of personal growth is a new challenge, we must create an environment that will encourage employees out of their comfort zone while assuming the responsibility to provide the training, resources and support they need to succeed.

Personal development is a process, and not a singular event, so let's consider the following catalysts to challenge your staff and ignite personal growth.

- Connect your staff to good counsel and mentorship
- Encourage participation in external forums
- Share professional insights
- Expose them to opportunities
- Create a culture for personal development

Your department's comfort level with their routine is a positive force, however does it detract from their motivation for personal growth? Do we need to wait for a confrontation, incident, or failure to test your staff's potential?

The challenges that make an employee uncomfortable might be the ones they naturally avoid, yet represent critical opportunities for personal growth.

When was the last time you invested the energy to re-evaluate your processes and procedures, and restructure your department? Are you maximizing the talents of your staff, and encouraging employees to embrace new opportunities?

Have you taken an inventory of each employee's soft-skills? Do you hold them accountable for progress? Are they qualified for new challenges? Are they moving forward?

A learning organization realizes that the catalysts for learning are always present, however it is the supervisor that creates the expectation for employee personal development that goes beyond the basics of performing their jobs.

Assessments or surveys that capture the insights of employees and supervisors are a fundamental resource to measure the employee experience and their impact on organizational performance.