

70:20:10 - The Key to Your Development Path

There are many possible goals for your learning and development.

Here are the 4 primary ones:

- ⊖ Improving your skills and knowledge in order to raise the level of your job performance
- ⊖ Learning new skills & knowledge in order to take on new responsibilities and enrich your current job
- ⊖ Developing new skills and knowledge in order to advance your career
- ⊖ Leveraging your strengths more fully in your job and in the organization

The most effective strategy to accomplish these goals is to follow the 70-20-10 Rule:

70% of your development should come from on-the-job and experiential activities

20% should come from relationships and feedback

10% should come from training and education

<i>Experiences</i> 70%	<i>Relationships & Feedback</i> 20%	<i>Training & Education</i> 10%
Advisory Groups, Search Committees Job Shadowing Job Change Cross-Functional Team Assignments Special Project Assignments (leading or participating) Teach Something Temporary in Other Units or Assignments at Other UC Locations Community Leadership (Board Service, Non-Profits)	Communities of Practice Executive (and Management) Coaching Formal or Informal Mentoring Join a Staff Organization Participate in Local or Systemwide Committees Participation in Professional Associations 360-Degree Assessments Discussion Groups	Training Classes/Programs Conferences/Seminars Assessment Centers (MSAP) Career Center Cohort-Based Development Programs Comprehensive Leadership Programs Management Seminars and Workshops On-Line Learning Executive Education Programs Advanced Educational Degree or Certification Programs Professional Reading Podcasts, Wikis, Blogs, etc.

View a video on 70-2010 at <http://www.youtube.com/watch?v=OOfttrAwPiM>