



# Develop in Place

Reflection, Discussion, and Action Guide



How will you, your team members and the organization use this unprecedented time for unprecedented learning? Consider these questions and make a concrete plan to keep developing.

## Self-Reflection

What do you need to learn to be optimally effective in the short-term, during this remote working period?

What should you be learning now to be ready for the needs and challenges associated with returning to a new normal?

How has working from home changed your schedule and affected your available time for learning?

What slow periods or lulls during the day could be deployed toward learning?

What sources might meet your learning needs?

Books \_\_\_\_\_

Videos \_\_\_\_\_

Articles \_\_\_\_\_

Podcasts \_\_\_\_\_

Feedback from others \_\_\_\_\_

Expert or subject matter expert interviews \_\_\_\_\_

New challenges \_\_\_\_\_

Additional responsibilities \_\_\_\_\_

Other \_\_\_\_\_

Now that you have some ideas for when and how you can develop in place, take the following steps to put this into action:

1. Meet virtually with your leader or team to discuss your ideas, hear from others and collaborate on a go-forward plan together. Be sure to describe the support you'll need to make this happen.
2. Block time on your calendar for daily or weekly development and track your progress. (What's measured tends to happen.)
3. Schedule a follow-up virtual meeting with your leader or team as a way to hold each other accountable and track progress.