Development Spectrum

Least — **Development Impact** — **Most**

Skill Builders Training	People Examples/ Role Models	Feedback coaching	Learning from Hardships	On the Job Experience	Full Job Change
•Courses	•Job Shadow	•Seek and ask for feedback	•Stretch Assignments	•Active learning	•Lateral
•Seminars	•Observe Speakers	•360 feedback	•Unplanned events	•Teach others	•Cross-functional
•Workshops	•Observe Leaders	•Mentoring	•Difficult task	•Analysis, planning, execution	•Hierarchical
•Audio & Video Tapes	•Exposure to different teams	•Exposure	•Mistakes	•Lead/participate on a team, task force, council	•Related Business
•Readings	•Exposure to different communities	•Support	•Disappointments	•Cross-train	•Technical/ Managerial
		•Guidance		•Join a professional organization	•Line/staff
		•Coaching			•Location
					•Independence

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