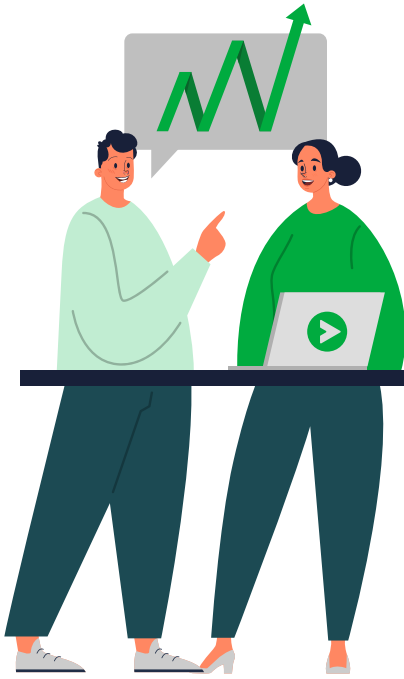


Developing Employees at Every Level



The key to development is a clear focus on the desired outcome. When it comes to employee development, this means equipping them to take on more meaningful challenges, grow their abilities, and thrive as your organization evolves.

Managers and leadership play critical roles in helping their employees build the skills they need to succeed, and their active involvement and guidance can significantly impact the growth and development of their team members.

It's up to them to evaluate their team members, identify which behaviors could use improvement, and figure out how to support those changes. They should also create opportunities for their team to practice newly learned skills. To make this work, they must create a positive environment where feedback, encouragement, and ongoing learning are part of everyday interactions.

Start with Developing Yourself

The ability to help a team grow is closely connected to how well learners understand their own stage of development. Some may be more skilled in certain areas than others, but everyone has room to grow and improve. When learners recognize their strengths, weaknesses, and areas for improvement, they become more effective in their roles.

Keep these six tips in mind when teaching self-development to learners.

Tips for Self-Development:



Specific

Problem-solving, research, and creativity.



Measurable

Set a way to track progress along the way.



Attainable

Choose goals that are challenging but realistic.



Relevant

Make sure goals align with personal or organizational objectives.



Time-bound

Define a timeline to maintain momentum and focus.

Developing Others: Building Connections

Helping others grow is a gradual process that requires patience and strong, genuine connections. Trainers should guide learners to move beyond evaluating work performance and focus on understanding their team member's strengths, challenges, and potential. This deeper knowledge allows employees to adjust development efforts in ways that resonate with them.



Supporting Behaviors for Developing Others:

Build Trust and Foster Relationships:

Encourage learners to share their goals with supportive colleagues or mentors. This builds accountability—knowing someone is rooting for them and may check in often drives action and commitment.

Set Clear and Achievable Goals:

Trainers can teach learners that goal-setting can be a collaborative effort. Encourage them to set goals aligning with individual development and organizational priorities. The S.M.A.R.T. method—Specific, Measurable, Achievable, Relevant, Time-bound—is a helpful tool for ensuring these goals are actionable and clear.

Encourage Growth Through Challenges:

Teach learners to step outside their comfort zone. Help them identify behaviors that may be holding them back, discuss what they could gain from making changes, and explain the potential consequences of not adapting.

Provide Engaging and Insightful Feedback:

Feedback is a critical part of growth. Encourage learners to give feedback in a way that's both constructive and inspiring. This promotes self-awareness and helps employees understand the impact of their actions while showing them a path forward.

Developing Others: Building Connections

To engage learners in self-development, trainers can offer the following practical activities:



Highlight and Support Strengths:

Encourage learners to celebrate both their personal and team members' strengths by giving specific examples of how their abilities shine in different tasks and situations. This not only boosts confidence but also reinforces positive behaviors.



Ask for Their Input:

When team members have a say in their own development, they're more invested in the process. Teach learners to understand both where they need to improve and where they want to grow. This alignment boosts commitment and motivation.

Skill Competency Focus for Developing Others

To support their learners in focusing on key areas for development, trainers can explore the following skill competencies and recommendations:



Emotional Intelligence:

Skills such as self-awareness, self-regulation, and motivation are essential for growth. Encourage learners to search their resource library for content related to emotional intelligence.



Communication:

Effective communication skills—such as collaboration, giving and receiving feedback, and conflict resolution—are crucial. Learners can explore communication content in their library for further development.



Other Skill Competencies:

Consider additional competencies such as goal setting, resilience, adaptability, creativity, confidence, and time management.

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