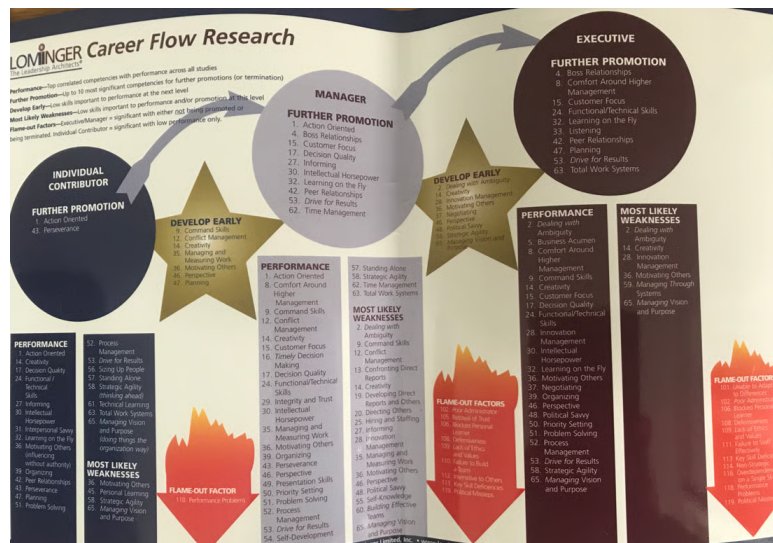


Career development competencies

This visual has now been superseded by newer research (Korn Ferry) with less competencies, but is still worth reflecting on. I personally like this older version as it is more granular. Click to enlarge



To explore this deeper consider getting hold of a copy of the older FYI Book (<https://www.goodreads.com/book/show/19772794-fyi>) as it has a chapter on each of the competencies and how to improve it.

With the visual consider what are:

- A) Your stand out strengths
- B) Your mid range areas
- C) Your lower areas

As you think of developing your skills, consider how you play to strengths, (and develop the mid range) rather than look at the lowest competencies.

Consider asking people around you what they see as your strengths and the blockers to future promotion. Here are some ideas around getting feedback that ChatGPT crafted. I think it is not bad as an intro to getting feedback....

Constructive feedback serves as a compass, guiding you towards self-improvement and professional development. In this blog post, we'll explore the importance of seeking feedback and how you can leverage it to enhance your career.

- ### 1. Embrace a Growth Mindset:

The first step in harnessing the power of feedback is adopting a growth mindset. Understand that feedback is not criticism but an opportunity for improvement. Embracing this perspective sets the foundation for a positive and proactive approach to your career development.

- ## 2. Seek Feedback Regularly:

Don't wait for annual performance reviews to gather insights about your work. Actively seek feedback on a regular basis, both from peers and supervisors. This can be in the form of one-on-one conversations, performance evaluations, or even anonymous surveys. The more feedback you collect, the more comprehensive your understanding of your strengths and areas for improvement will be.

- ### 3. Be Specific in Your Requests:

When asking for feedback, be specific about the areas you want insights into. Whether it's your project management skills, communication style, or

into. Whether it's your project management skills, communication style, or technical proficiency, a targeted approach will yield more actionable advice.

This specificity not only makes it easier for others to provide feedback but also ensures you receive information relevant to your goals.

4. Create a Safe Feedback Environment:

Foster an environment where feedback is encouraged and appreciated. Let your colleagues and superiors know that you value their insights and that your goal is continuous improvement. Creating a safe space for feedback promotes open communication, making it more likely for others to share their honest opinions.

5. Learn from Criticism:

Receiving constructive criticism can be challenging, but it's crucial to view it as an opportunity to learn and grow. Instead of getting defensive, ask clarifying questions, seek examples, and use the feedback as a roadmap for improvement. Remember, even the most successful individuals have areas where they can enhance their skills.

6. Act on Feedback:

Feedback is only valuable if you put it into action. Identify specific action items based on the feedback you receive and create a plan for improvement. Whether it's enrolling in a training program, seeking mentorship, or taking on new challenges, actively working on your development areas demonstrates your commitment to growth.

7. Express Gratitude:

When someone takes the time to provide feedback, express your gratitude. Acknowledging and appreciating the effort others put into helping you shows professionalism and creates a positive feedback loop. It encourages a culture where everyone is invested in each other's success.

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