

GBH Individual Development Plan

Examples of Development Actions

Research supports that learning and development is most effective when it is applied on the job. Make the most of opportunities to combine learning with real work/or learn from others in the workplace. Resist the urge to devote 100% of your development to classes or training.

Type	Development Action	Description	Examples and Resources
Learning by Doing: On-the-Job Development	Complete a Special Project	Complete a stretch assignment or special project to broaden your skill base.	Work with your supervisor. Examples: Lead/Work (ADSCME Contract 30.5), Work Out of Classification (10.10), Training Positions (18.4)
	Complete Temporary Assignment	Temporarily assume the duties of someone who is on vacation, on a leave of absence, etc. to build experience, broaden perspective, and develop new skills.	-
	Move to a New Job	Changing jobs is an effective way to develop new skills, knowledge, or competencies.	-
	Join a Committee, Task Group, or Employee Group	Getting involved in a workplace group to help you enhance your network of contacts, learn more about the organization, develop leadership skills, and make positive contributions to OHSU.	Work with your supervisor. Examples: Diversity Employee Resource Groups, Labor Management Committee, AFSCME Leadership, Toastmasters
Learning from Others	Find a Mentor, Coach, Subject Matter Expert, or Role Model	Periodically consult with a specialist to discuss and enhance specific work-related knowledge, and skills and broaden perspective.	Select the person or ask for a recommendation from a supervisor/co-worker. Use the employee directory to identify possible contacts.
	Receive Cross-Training	Receive training from another employee who has a job that is different from yours. Learn the knowledge, and skills and broaden your perspective.	Work with your supervisor. Consult with the CWE Center Career Development Specialist for guidance on getting started.
	Job Shadow	Observe the day-to-day work of another employee to gain an understanding of a process, or procedure, and/or explore a new role.	-
Training, Classes, Education	Study Materials	Learn from books, videos, and other resources; follow up with the manager or a learning partner to share insights and reinforce learning.	CWE Center Self-Paced Learning, OHSU Library
	Training Programs, Classes, Formal Education	Attend training classes, workshops, conferences, and academic degree/certificate programs to develop new skills and networks.	HR Learning & Development, CWE Center Classes, Healthcare Organizational Effectiveness, OHSU Division of Management, OHSU Tuition Benefits
	Online Training/eLearning	Complete an online learning experience (e.g., to learn new software) to gain new skills and knowledge that can be applied to the workplace.	-
Other Development Actions	Train Others	Provide training to others (e.g., how to use a new tool or technique, or sharing learning from a recent conference) to deepen knowledge, credibility, and confidence.	Work with your supervisor.
	Coach Others	Impart skills, knowledge, and direction to others to help develop insights and abilities.	-
	External Activities	Develop connections in the community, in the occupational field, or within a certain industry to gain new perspectives, a network of resources, and develop expertise.	OHSU Career Information System, Local Library

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Table of Contents Individual Development Plan Sample

1. Understanding the eBook Individual Development Plan Sample
 - The Rise of Digital Reading Individual Development Plan Sample
 - Advantages of eBooks Over Traditional Books
2. Identifying Individual Development Plan Sample
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Individual Development Plan Sample
 - User-Friendly Interface
4. Exploring eBook Recommendations from Individual Development Plan Sample
 - Personalized Recommendations
 - Individual Development Plan Sample User Reviews and Ratings
 - Individual Development Plan Sample and Bestseller Lists
5. Accessing Individual Development Plan Sample Free and Paid eBooks
 - Individual Development Plan Sample Public Domain eBooks
 - Individual Development Plan Sample eBook Subscription Services

- Individual Development Plan Sample Budget-Friendly Options
- 6. Navigating Individual Development Plan Sample eBook Formats
 - ePub, PDF, MOBI, and More
 - Individual Development Plan Sample Compatibility with Devices
 - Individual Development Plan Sample Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Individual Development Plan Sample
 - Highlighting and Note-Taking Individual Development Plan Sample
 - Interactive Elements Individual Development Plan Sample
- 8. Staying Engaged with Individual Development Plan Sample
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Individual Development Plan Sample
- 9. Balancing eBooks and Physical Books Individual Development Plan Sample
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Individual Development Plan Sample
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Individual Development Plan Sample
 - Setting Reading Goals Individual Development Plan Sample
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Individual Development Plan Sample
 - Fact-Checking eBook Content of Individual Development Plan Sample
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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