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Leading Personal Growth –  
the layer of spice

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**3GHR**  
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# The layer of spice

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Welcome to this 'Layer of Spice'. You've recently attended the 'Leading Personal Growth' module but as we all know, the magic happens when you put what you've learned into practice in the real world. So here are some hints, tips and suggestions to help you do just that! You don't need to complete all of them, follow your energy and try a few that appeal to you. You may like to:



## Dive in

If you learn best by just getting on with it and putting things into practice straight away, try these on-the-job activities.



## Read & study

Perhaps you prefer to read up or research a bit more, here you'll find books, podcasts or videos to explore.



## Watch & learn

There's so much to learn from people around us. Warm up your radar, look for examples of people who do stuff brilliantly and see how you can emulate them.



## Think & reflect

If you like to make a plan or reflect before taking action, try these top tips for learning from your own experience and using it to improve.



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## Dive in

Challenge yourself to try something new - notice how it feels to be outside your comfort zone and to then achieve, or exceed, your goal.

Complete the [Career Anchors](#) activity to help identify what is most important to you at work. (Please note that this activity costs £14 per person).

Complete the Learning Styles Questionnaire to identify how you learn best. Re-visit your development plan and look for opportunities to learn in your preferred way.

Have a conversation with your line manager about your development, share your aspirations with them. Ask them to hold you to account and help you to create space and opportunities to develop and grow.



## Read & study

[TED Talk: The power of believing you can improve by Carol Dweck](#)

[TED Talk: The happy secret to better work by Shawn Achor](#)

[TED Talk: Stop being a bystander in your own life – Tracy Edwards](#)

[TED Talk : The 1-minute secret to forming a new habit – Christine Carter](#)

Mindset by Dr Carol Dweck

Atomic Habits by James Clear



## Watch & learn

Identify someone who is doing a role or the type of work that you would like to do. Talk to them about their career journey. What could you learn from them?

Think about some people who are respected and valued highly within your business. What skills and characteristics that they bring to their jobs and the organisation? How could you develop or adopt some of these? Is there an opportunity to begin a mentoring relationship with them?

The next time someone gives you feedback, pause and reflect before responding. Really listen and try to understand the specific impact of your behaviour. Consider what you can learn from the feedback and what you may do differently next time.




## Think & reflect

Ask for feedback from your line manager and colleagues – what could you do more of, or less of, to develop yourself or enhance your performance?

Think about a time that you felt really motivated and engaged by your work. What specifically made it feel so good? What is important to you at work moving forwards?

If you have identified a particular role in the organisation that you would like to do in the future, think about the skills and abilities that you will need to fulfil that role. How do these compare to your current skill set and experience? Seek out opportunities to close the gaps.

List the obstacles you might face as you pursue your development. Beside each one write down actions you could take to counteract the obstacle.



Good luck putting your  
learning into practice

If you have any questions or feedback, please contact  
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