

# Growing in Role

Career growth is not just about changing jobs. Most of the time, we can develop and learn in our current position by evolving with inevitable changes. Growing in role satisfies people who really enjoy their role or their work environment and want to stay. It also may be required as roles change in response to stakeholder needs, new technologies, or organizational direction. Here are some approaches to making sure you are getting the most from your current role.

**1. Do your whole job well.** By mastering the basic and more complex aspects of your position, you will demonstrate to your employer and, more importantly, to yourself that you are ready to handle more challenging work within your role.

**2. See your job with fresh eyes.** It's easy to fall into a routine. This may feel comfortable, but it's an impediment to your career development. To break out of a rut, take an objective look at everything you do. You may find that some of your tasks could be done more efficiently, some could be made easier or more pleasant for your stakeholders, while others may not even be necessary at all.

**3. Demonstrate your value.** How do you contribute day-to-day in achieving the broader goals and objectives of your team, department and organization? Understanding how you contribute – and how you can contribute better – can help you identify the most impactful ways to grow in your role.

**4. Commit to fully using your strengths.** What strengths are you using in your job? Instead of focusing exclusively on how to improve weaknesses, look for ways to use your strengths more frequently or more fully.

**5. Find the overlap.** Where do your interests overlap with your employer's goals? What could be added to the role to make it more engaging? Forecast what skills and knowledge will be in demand, and take on the training or other necessary actions to get ready.

**6. Keep your skills current.** Learning new skills can be stimulating and motivating, and it can keep your mind engaged. Look for new ways to manage time, communicate, integrate technologies and collaborate to stay current. Skilling up will build confidence, flexibility, efficiency and productivity. Explore internal and external training opportunities.

**7. Talk with your manager.** Discuss your in-role goals and aspirations with your manager. Solicit your manager's feedback. Ask what emerging needs and skills will be required going forward in your role, and then plan your individual development accordingly. Focus on what can be learned or done differently to energize your work and create alignment.