

101+ Developmental Activities for Your IDP

Borrowed from the US-FWS Maintenance Workshop for Wage Grade Professionals

1. Cross-Program Training
2. Shadow Assignments
3. Participate on Project Team
4. Safety Training
5. Attend Training Courses in Local Area
6. Participate in Special Assignments
7. Community of Practice (forming or joining)
8. Distance Learning Courses (Enroll in Skillsoft)
9. "Instructor" qualification courses
10. Volunteer to be on a regional or national team
11. Skill Path external training developmental activities (www.skillpath.com)
12. Audio conferences, webinars, courses
13. Project and time management courses
14. Computer skills
15. Microsoft Office (Word, PowerPoint and Excel)
16. Management and Supervision
17. Customer Service
18. Personal Development
19. Community Service
20. Volunteer for Committees
21. Vocational training (electrical, carpentry, welding)
22. Read a book and report on it to your team
23. Function as a consultant
24. Attend a webcast—or give one
25. Volunteer as an instructor
26. Serve as a Subject Matter Expert (SME)
27. OJT with Supervisor or co-worker
28. Prepare a research paper
29. Prepare a conference or meeting
30. Job swaps
31. Toastmasters (public speaking)
32. Interview others in field of interest
33. Watch video's or dvd's
34. Volunteer as assistant with project
35. Outreach programs
36. Join civic organization
37. Serve on a board for a non-profit
38. Be a coach or mentor
39. Be a coachee or mentee
40. Make behavioral changes from a 360 feedback instrument
41. Tap into institutional knowledge (like retirees)
42. Attend training, then train others
43. General self-improvement course
44. Professional certification
45. Serving on response teams
46. Temporary detail to vacant position
47. Develop and deliver new training
48. "Acting" assignments
49. Certifications
50. Learning new software
51. Facilitate meetings
52. Take a new job in the same field
53. Sit in on public meetings
54. Present at a professional meeting
55. Read scientific or work related journals
56. Travel to meet people at the Regional Office
57. Learn how politics and the system work
58. Entry level budget class
59. Interviews to determine career path
60. Attend science conferences
61. Increased responsibility in present job
62. Shadow assignments
63. Effective communications skill course
64. Books on CD while driving
65. New technique training
66. Details at local conservation organizations
67. Lead meetings or training courses
68. Obtain advanced degrees
69. Local festivals/activities
70. Time management training
71. Seminars/conferences
72. Field projects (work with biologist or technician)
73. Web-based training
74. USDA certification courses
75. Career/life development

76. NCTC courses (Nat'l Conservation Training Center)
77. Project Leader Academy
78. Instructor Training
79. Develop new ways to take or deliver mandatory courses
80. Outside-agency shadow assignments
81. 2-year Community College courses
82. 4-year University courses
83. Attend training in a different program
84. Informational interviews from experts

Accountability

85. Take time to learn relevant policies, procedures
86. Set clear goals for yourself
87. Shadow an experienced leader
88. Volunteer to work on a project team that involves many stakeholders
89. Take decision analysis training (Covey is one provider of ITMS; Cognitive Ops; Time Management)

Creativity and Innovation

90. Remove unnecessary constraints and try new things
91. Generate ideas without passing judgement first
92. Be open to creative suggestions from others
93. Attend meetings where stakeholders are present to listen to other viewpoints (Project Leader meetings, project meetings, public meetings)

Customer Service

94. Research and address your customer's needs (interviews and surveys)
95. Do a detail in a customer service position in your Park
96. Consider how you would change how your Park does things to better align with customer needs
97. Take training on communications, listening, interpersonal skills and customer service

Flexibility

98. Participate in a diverse project team
99. Conduct brainstorming or other techniques that might get at new and different perspectives, ideas or solutions
100. Participate in a personality/behavioral assessment to understand the diversity of team members (MBTI, E-DISC)
101. Practice more one on one interactions with co-workers
102. Take a course on dealing with and leading change

Problem Solving

103. Volunteer to be on a committee or team that is trying to solve an important issue
104. Shadow a higher-level leader or WG expert working on a complex problem
105. Read a book on an applicable topic
106. Join the safety committee in your Park
107. Take courses on problem-solving techniques, decision-making, dealing with difficult people

Teambuilding

108. Volunteer to lead a team
109. Take training on teambuilding and the stages of team development (Tuckman Model)
110. Attend the Leadership Challenge Workshop (LED 6109) or Intro to Management Skills (LED 6176)
111. Do what you can to create a "learning organization" environment

Technical Credibility

112. Keep doing what you're doing but do it better
113. Volunteer on a cross-program team
114. Represent your discipline to a regional team
115. Detail to a sister Park with greater technical skills or equipment than yours
116. Do a job swap or be a mentee/coachee