

5 Day Challenge

Reflections and Growth

Development and growth opportunities exist everywhere in the workplace and life – how you take these opportunities and make them part of your daily routines is when they start making a difference for you. Consciously practicing – starting with **small steps** and sticking to them – makes a **big difference** over time!

This set of challenges provides **daily actions** you can take for developing yourself in the workplace and in life. Taking these actions takes just **minutes a day**.

Choose **one** or **two actions each day** to begin your new development goals. Soon you will notice that the **small changes** and goals will make a **big difference** in your development goals!

“The journey of a thousand miles begins with one step.”

Lao Tzu, Chinese philosopher, 6th century BC



5 Day Challenge – DAY ONE | IT'S ABOUT ME

Make Your Strength Map | Revisit Development Plans | Speak Your Aspirations



How have you **leveraged** your **strengths** at work and if so, what was the impact? Have you spoken your aspirations out loud?



HOW did you accomplish that? **WHAT** could do differently to achieve more this year?



Which of your strengths have you **not** leveraged?



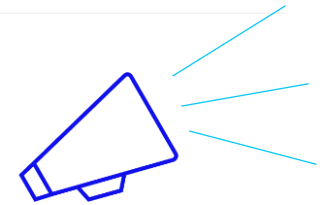
REVISIT your development plan. Have you made progress? **CREATE** a goal to add a non leveraged strength.



Challenge yourself to focus on your career development using your **top strengths** to help you **focus**.



SPEAK your aspirations! When you speak it out loud it is more likely to happen! **SHARE** your aspiration with a colleague or friend and **SEEK** feedback to aid moving to the next level.



If you would like help determining your strengths, click the resources noted here.

Resources to Foster Finding Your Strength

<https://www.makemebetter.net/importance-of-identifying-your-strengths-and-weaknesses/>
<https://test.high5test.com/login>

5 Day Challenge – DAY TWO | EXPERIENCES

Reflect on Past Experiences | Stretch Assignment | Practice Growth Mindset

Reflect on Past Experiences

Reflect on a recent successful learning experience you have had, write down **three items or lessons** from that experience.

Find a Stretch Assignment

Find a stretch assignment in your current role.

- How will the stretch assignment benefit your career development?
- What skills, knowledge, networking, resources will you need to be successful?
- What support will you need to be successful?

Practice Growth Mindset

Write down examples of beliefs about yourself that could limit your development.

FOR EXAMPLE:

- I am not good at presenting, or I struggle with having difficult conversations.
- Find ways to prove those limits are wrong.
- When did fear rob you of growth opportunities or had a negative impact on your development? How could you go about reshaping these fears into challenges? (Source: TrainUgly)



If you would like help finding ideas, click the resources noted here.

Resources for Stretch Assignments and Growth Mindset

What is a Stretch Assignment?

<https://www.indeed.com/career-advice/career-development/what-is-stretch-assignment>

Position Yourself for a Stretch Assignment

<https://degreed.com/articles/position-yourself-for-a-stretch-assignment?d=15446312&orgsso=>

15 Ways to Build a Growth Mindset

<https://www.psychologytoday.com/us/blog/click-here-happiness/201904/15-ways-build-growth-mindset>

What Having a Growth Mindset Means

<https://hbr.org/2016/01/what-having-a-growth-mindset-actually-means>

5 Day Challenge – DAY THREE | EXPOSURE

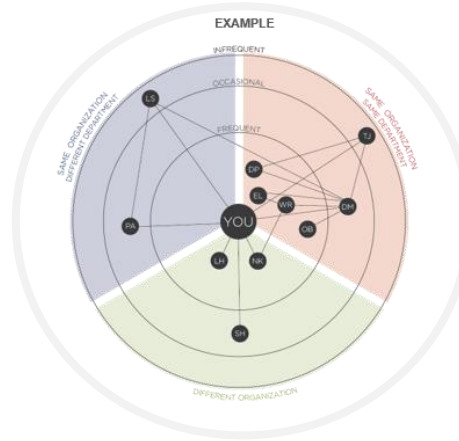
Ask for Feedback | Map and Assess Your Network | Make Yourself Visible



Ask for Feedback

Email a peer you recently worked closely with; ask for feedback such as – what have I done well in the last 3 weeks? What can I do differently the next time to take my skills to the next level? What one piece of advice can you give me?

[Click to view an Asking for Feedback Article](#)



Map and Assess Your Feedback

Use the Network Mapping Tool (linked below) to map and assess your network.

[Click to Access the Mapping Tool](#)



Make Yourself Visible

Schedule a 10-minute presentation at your next team meeting. Share with your team what you have accomplished in the past days, weeks or months.

[Click to View Authentic Presentations Take Practice Article](#)

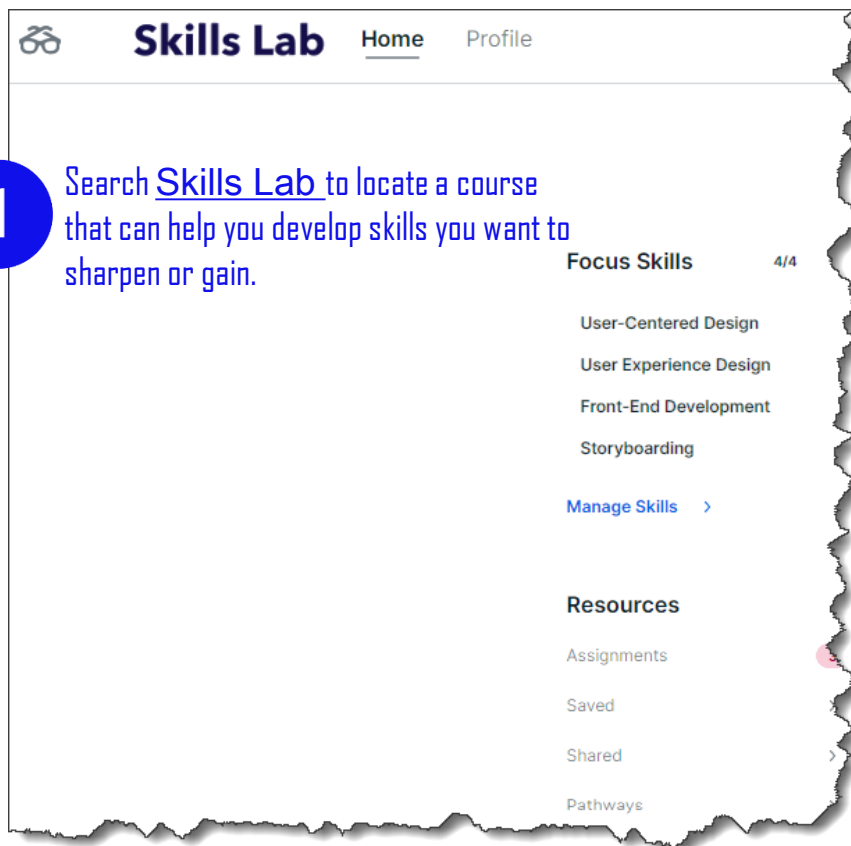
5 Day Challenge – DAY FOUR | EDUCATION

Find a Course in Skills Lab | Develop Your Business Acumen



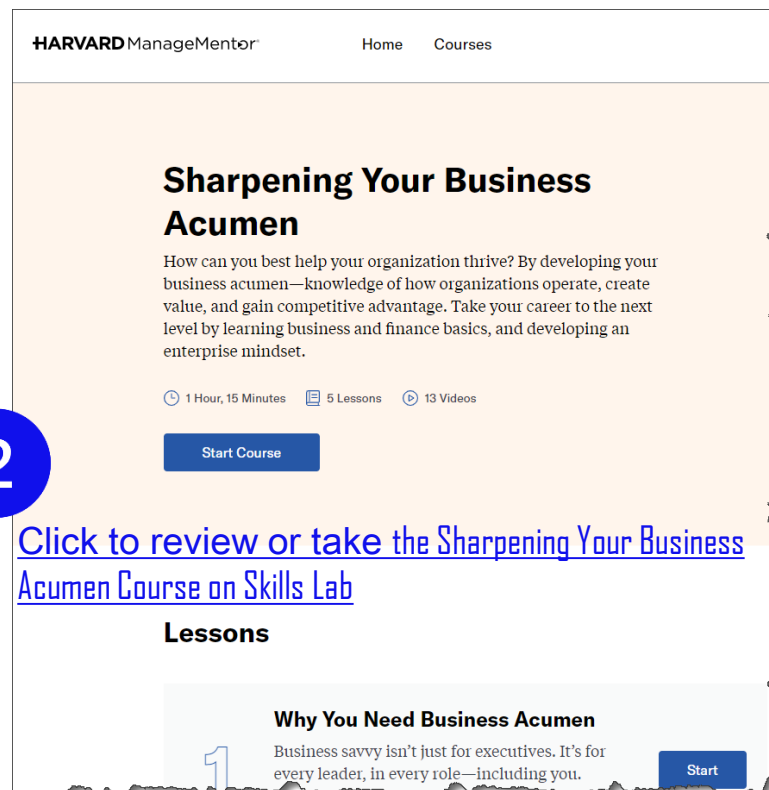
1

Search [Skills Lab](#) to locate a course that can help you develop skills you want to sharpen or gain.



2

Click to review or take the [Sharpening Your Business Acumen Course on Skills Lab](#)



Skills Lab recommends personalized, relevant learning opportunities to help you stay on top of global topics and trends. It helps you find, track, and share content from multiple sources, all on a single, easy-to-use system.

Spend your lunch time with a colleague in another function, understand the priorities and challenges of his/her function.

5 Day Challenge – DAY FIVE | REFLECTIONS

Reflect On YOUR GYCW Experiences

How would YOU like to leverage your strengths at work? What would YOU like to prioritize in your career development path?



Share a meaningful takeaway from this week with a colleague.

