**In house practical workshops**- Can help you develop skills you will use in your current or future roles e.g. People Management Workshops are great for managers or those wanting to line manage others. Helps you understand UoS approach by using real life examples.

**Feedback** – solicit this from others to inform your development areas and progress against these. Always do this when you’ve applied for a job

*X-Dept working*– Look outside of your immediate team, faculty or service for options

**Coaching** – works formally and informally on specific areas to meet your needs, helps you evolve and allows reflection and growth

**Qualification Study** – where it’s been identified specific qualifications are required

**Conferences** – Can help you learn about new specific areas that meet clear development needs outside of the university in a professional setting.

**Online learning** – in your own time to fit around other priorities

**Job Shadowing** – great to understand the role of others and see roles in practice

**Reflective Learning** – reading and researching articles

**Volunteering for opportunities** – ask to chair a meeting, pull together a presentation. Ask your manager to get involved in extra activities (make sure your day job is done first!)

**Peer observation** – helps you learn from colleagues, can be 2 way, allows the opportunity for feedback

**Setting up job alert** - the new e-recruitment system will alert you when vacancies arise that meet your requirements

**Secondments** – look out for short term opportunities in other areas to gain valuable experience

**Role Profiles** – can help you to understand other roles in more detail and determine the key skills, knowledge and experience hiring managers will be looking for

**Professional networking** – using LinkedIn to understand other career paths, join in with professional networks. Set up in-house if possible.

**External Opportunities** – recognise your next step may be outside of the University

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*You should work with your manager to suggest the most appropriate methods for your needs, usually during appraisal or regular reviews. Detailed information can be found on the staff development section of the HR website*