

Own your career development...

Think 70:20:10

I have taken every opportunity offered to me, here's how I have used the 70:20:10 principle to shape my development:

70% - two key areas have supported my career progression. Someone taking a chance and having faith in me and secondly, taking that opportunity and giving it my very best through hard work, determination and aiming to do better than what was expected of me.

I have taken on roles because of the safety responsibility that came with those roles as safety can be an area where a leader can show strong leadership, not something to fear.

20% - I continually seek opportunities to receive feedback. Mentors, coaches and people who will give good feedback are a gift and have been important to me throughout my career. We all carry a personal Johari's Window – exploring the panes of the four windows have made me a stronger leader as I have progressed up the organisation.

10% - professional education sandwiched with my role has also been part of my development. I have completed the HNC and ONC in Civil Engineering and more recently the NVQ Level 5 in Occupational Health & Safety.

Visit 360 for more about Mark's career journey and his advice for others regarding the 70:20:10 rule of development.

Have you taken steps to shape your career? Share your story yammer using #think702010



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