



## Developmental Activities

*In your career development, you might want to consider some of the following activities. Be sure to work with your Supervisor in planning your developmental activities*

### Training/Education

- Countywide training programs through the Learning and Development Center
- Departmental training programs
- CSAC Institute courses
- Other external training seminars
- Conferences
- Workshops
- College degree and certificate programs
- Computer-based training/internet-based training (webinars, Lynda.com, etc.)

### Work Experience

- Volunteer for stretch assignments (see special assignments for ideas)
- "Acting" assignments
- Temporary/provisional appointments
- Job rotation
- Cross-training
- Internships
- Volunteering

### Special Assignments

- Participation in strategic initiatives
- Short term projects
- Presentations to boards, commissions, the public, and other groups
- Task force/committee assignments
- Teaching a class in a technical knowledge area
- Team leader assignment
- Special studies/reports

### Coaching/Mentoring

- Find and work with a mentor
- Seek out a coach to work with

- Cal-ICMA (California International City/County Management Association) coaching program

### **Reading/Research**

- Books and periodicals
- Material from the Learning & Development Center Lending Library
- Internet

### **Other**

- Professional Associations
- Debriefing actual experiences with others (lessons learned)
- Observing experts at board, commissions, or community meetings and other venues
- Job shadowing