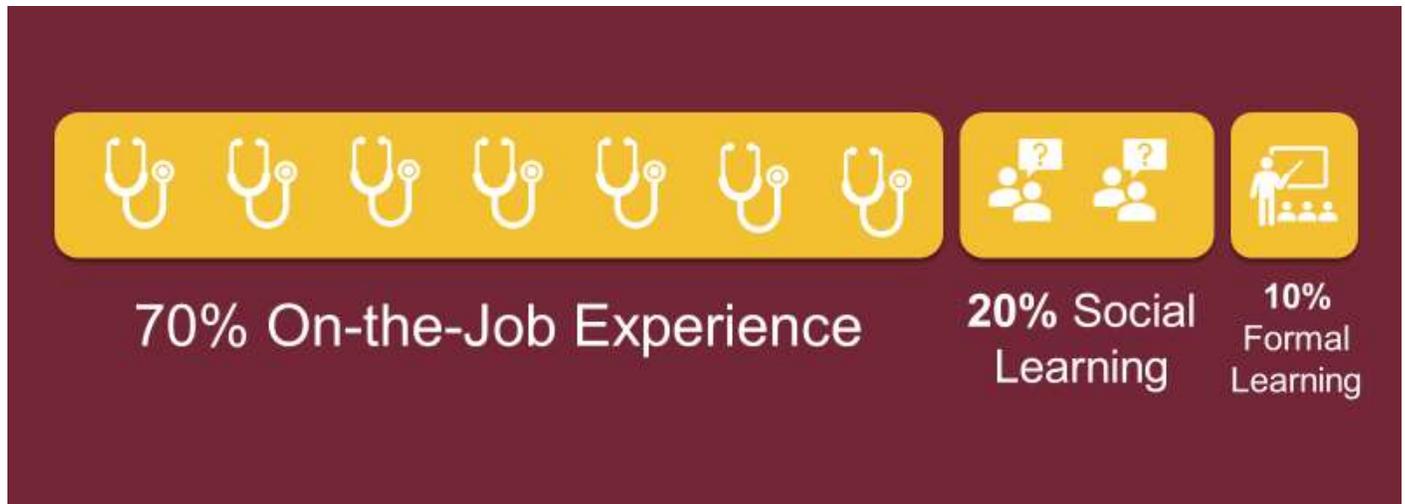


OUR APPROACH TO DEVELOPMENT

70/20/10

Our Approach to Development

The 70/20/10 approach to development is a proportional breakdown of how people learn most effectively. It asserts that individuals obtain **70%** of their knowledge from **on-the-job- experiences**, **20%** from interactions with their peers, or social learning, and **10%** from **formal educational events**.



70%

On-the-Job Experience – the **learning that happens every day when you do your job.**

This is where most development happens – whether we realize it or not!

These on-the job opportunities are meant to be **experiences and challenges** – opportunities to take your work a step further or to utilize your skills and expertise to help others learn and develop.

20%

Social learning is **learning from others.**

It's the **meaningful conversations and networking** that happen every day, and the knowledge employees glean from it.

Social learning allows you to take **responsibility** for your development, **seeking out expertise and mentors.**

10%

Formal learning is what most of us think of immediately when we think of training and development.

It's the **structured learning that happens in a formal educational setting**, like a classroom. It could also mean reading an article or book meant to advance your skills and knowledge.

OUR APPROACH TO DEVELOPMENT

70/20/10

70/20/10 Development Examples

