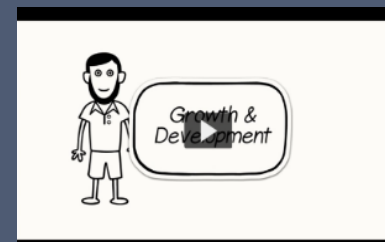


Psychosocial Factor 6


GROWTH AND DEVELOPMENT


Growth and Development are present in a workplace where employees receive encouragement and support in the development of their interpersonal, emotional and job skills. This type of workplace provides a range of internal and external opportunities for employees to build their repertoire of competencies.





Growth and Development: Where to Start?


Take Action!


 **Encourage your employees to seek out training opportunities** and establish their learning and development plan (see Canada School of Public Service Courses listed below).

 **Regularly discuss career planning and aspirations** with your staff during one-on-one discussions, such as bilateral meetings, and support those who wish to progress in their career.

 **Encourage and provide your staff with growth opportunities**, such as job-shadowing, job-sharing, coaching, and mentoring as development tools.

 **Establish a talent management plan** including opportunities for developmental assignments (as explained in the [Directive on Performance Management](#)) for employees who are exceeding expectations.

 **Provide opportunities for your staff to develop career advancing skills**, such as involving them in special projects or helping other team members with tasks that might be slightly more advanced than their current job description.

 **Widely communicate internal and external opportunities** for personal and professional growth and development, such as networking opportunities, interdepartmental events, or job postings related to their interests.

Additional Resources:

- ◆ Canada School of Public Service Courses
 - ◆ [Performance Management for the Government of Canada \(COR109\)](#);
 - ◆ [Developing a Plan to Further Your Career \(TRN235\)](#);
 - ◆ [Developing Performance Agreements and Learning Plans \(COR108\)](#); and
- ◆ Your organization's Succession Planning Advisor
- ◆ [Government of Canada jobs](#) (Government jobs, Information for candidates, Temporary work assignments)
- ◆ [Growth and Development - Workplace Strategies for Mental Health](#): Facilitator's Guide, Presentation Slides, Participant handout

To assess each psychosocial factor, you may use the [Organizational Review Worksheet](#) and [Survey Tool](#) provided by Guarding Minds at Work.

Developed in collaboration with the [Centre of Expertise on Mental Health in the Workplace](#).