

A High-Flyer's Guide to Self-Development

Four ways to lift your performance

Self-development isn't just for end-of-year appraisals. By continually building your knowledge and skills, you can face new challenges and embrace opportunities as they come up. Here are four tips to get started.

1. Reflect

What do you want to do more of?
Where can you improve?
To find out, try self-reflection.

A little goes a long way. In a study of call-centre workers, those who reflected for 15 minutes a day about what they learned performed 23% better after just 10 days.¹

Keep a journal to capture thoughts and feelings while they're fresh in your mind.

Don't like scribbling? Try a journal app such as Day One or Dabble.me.

2. Keep sight of your goals

Long-term goals are great for pushing yourself. But they can be daunting. So:

Break down big goals into more manageable, short-term ones.

Tick off a to-do list for a burst of dopamine, the happy hormone.²

3. Stay on track

A poll of 1000 people on personal development courses found that 66% of efforts fail.³ To improve your chances of success:

Set a deadline

To boost on-the-job learning, impose a deadline to learn a new skill or focus. Better yet, get a colleague to do it for you. Studies show externally set deadlines motivate us more than self-imposed ones.⁴

Pay high-stakes networking

At networking events, most of us mingle with people we know. Sociologist Brian Uzzi recognised 'high-stakes' activities that connect you with diverse others. Think team sports or volunteering.⁵

Find a mentor

A coach, mentor or goal buddy can hold you accountable to meet your goals. Leaders who give weekly updates on their progress are 70% more successful.⁶

Track your learning

It's easy to lose sight of your progress. So, record those webinars with apps such as Scribe, use your tablet's 'Bookmark' feature and store news stories as a magazine in Flipboard.

4. Take stock

It's key to regularly review your progress. Ask yourself:

- Did you achieve what you set out to?
- What new skills are you using on the job?
- Why did that goal slip away from you?

Now jump back to step one and keep on learning!

Sources:

- 1) Jennifer Porter, *Why You Should Make Time for Self-Reflection (Even if You Have Going 9-5)* (2017).
 - 2) Dustin Voss, *The Science of Setting Goals (And How it Affects Your Brain)* (2019).
 - 3) CNN, *Why 95 Percent of Personal Development Efforts Fail* (2017).
 - 4) Dan Ariely and Klaus Wertenbroch, *Procrastinate No More: Scientists and Realists' Ways to Control Your Procrastination* (2002).
 - 5) Brian Uzzi, *Why We Stay Miserably Self-Motivated According to Science* (2017).
 - 6) David Brown, *Go Ahead, Skip That Networking Event* (2019).
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Reviewing **Personal Development 40 Best Articles**: Unlocking the Spellbinding Force of Linguistics

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Table of Contents Personal Development 40 Best Articles

1. Understanding the eBook Personal Development 40 Best Articles
 - The Rise of Digital Reading Personal Development 40 Best Articles
 - Advantages of eBooks Over Traditional Books
2. Identifying Personal Development 40 Best Articles
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in a Personal Development 40 Best Articles
 - User-Friendly Interface
4. Exploring eBook Recommendations from Personal Development 40 Best Articles
 - Personalized Recommendations
 - Personal Development 40 Best Articles User Reviews and Ratings
 - Personal Development 40 Best Articles and Bestseller Lists

5. Accessing Personal Development 40 Best Articles Free and Paid eBooks
 - Personal Development 40 Best Articles Public Domain eBooks
 - Personal Development 40 Best Articles eBook Subscription Services
 - Personal Development 40 Best Articles Budget-Friendly Options
6. Navigating Personal Development 40 Best Articles eBook Formats
 - ePub, PDF, MOBI, and More
 - Personal Development 40 Best Articles Compatibility with Devices
 - Personal Development 40 Best Articles Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Personal Development 40 Best Articles
 - Highlighting and Note-Taking Personal Development 40 Best Articles
 - Interactive Elements Personal Development 40 Best Articles
8. Staying Engaged with Personal Development 40 Best Articles
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Personal Development 40 Best Articles
9. Balancing eBooks and Physical Books Personal Development 40 Best Articles
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Personal Development 40 Best Articles
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Personal Development 40 Best Articles
 - Setting Reading Goals Personal Development 40 Best Articles
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Personal Development 40 Best Articles
 - Fact-Checking eBook Content of Personal Development 40 Best Articles
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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