The 70:20:10 model

STRUCTURING CAREER & DEVELOPMENT ACTIVITIES TO MAXIMISE LEARNING OUTCOMES

On-the-job Learning (Experience: PRACTICE 70%):
Learning through day-to-day tasks, challenges and practices
- Increases in role complexity or scope (new responsibilities)
- Secondments or short-term ‘acting’ roles
- Workplace projects or stretch assignments
- Participation in working groups, committees, or taskforces.

Learning from Others (Exposure: PEOPLE 20%):
Learning through relationships with others
- Coaching
- Mentoring
- 360° feedback
- Job shadowing
- Conferences, communities of practice, professional associations, or networking groups.

Formal Learning (Education: PROGRAMS 10%):
Learning through structured reading, modules, courses and programs
- Workshop-based skills building
- eLearning; MOOCs, webinars, video tutorials (LinkedIn Learning)
- Books, articles, white papers.

Development occurs in 3 basic types of activity and these contribute to effective development in the ratio of 70-20-10.