

**REAL INSIGHT FROM
HR PROFESSIONALS.
RELEVANT OPPORTUNITIES
FOR APPLICATION.
RESULTS FOR YOUR
HR CAREER.**

HR Career Development in Action

SHRM conducted research with HR professionals like you to identify which developmental activities they consider most instrumental to improving immediate performance and fostering readiness for long-term goals in an HR career. The results of this research are highlighted here to guide early career level individuals in their professional journey. Whether early in your career or coaching others who are early in their career, leverage these findings to build behavioral and technical proficiency in the competencies necessary for HR success.

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SHRM'S
10
TOP

Activities for
Developing
Within the
EARLY CAREER
Level



Advancing the HR Profession.
shrm.org/hrcompetencies

EARLY CAREER Level

1 Receive mentoring

Many have found that identifying and establishing a relationship with a mentor early in their careers was a critical factor in their success. Many local SHRM chapters offer these opportunities. Visit shrm.org/chapters to find your local chapter.

2 Receive coaching

When it comes to coaching, there are a lot of options. Early in your career, you may consider a skills coach or personal coach.

3 Attend a college/ 4 university course in person...or online

Taking a course through a college/university—whether in person or online—will build your HR Expertise as well as the behavioral competencies needed as an early career HR professional. SHRM partners with more than 400 universities to ensure their curriculum aligns with the SHRM Competency Model. Visit shrm.org/academics/programdirectory to learn more.

5 Enroll in daily or weekly HR news alerts

SHRM's HR Daily newsletter is a great place to start. If you're all caught up on HR news, try a daily practice exercise or challenge.

6 Shadow a colleague

Consider shadowing a colleague who is particularly strong in a competency that you need to develop in or that you know is especially critical to HR success, such as Ethical Practice, and talk to your supervisor about how to get started.

7 Join a cross-functional team for an internal initiative

Observe, listen, ask questions and learn from your teammates. Cross-functional teams help develop proficiency in competencies such as Relationship Management and Global and Cultural Effectiveness.

8 Attend a conference

Attending a conference is a great way to network, learn from experts, meet vendors, see the latest HR technology and/or discover best practices. There are many HR conferences to choose from today, and SHRM offers several focusing on Employment Law, Diversity and Inclusion, Talent Management and Leadership Development. Visit shrm.org/events to learn more.

9 Network with other professionals in your organization

Social media is all the craze when it comes to networking. But don't overlook the benefits of networking at your place of work! Networking can help you develop competency in Relationship Management and Communication.

10 Attend an in-person course through an organization other than a college/university

Not all courses are created equal. If you already have an HR-related degree, consider taking a business course or enroll in a language course to broaden your cultural horizons. SHRM offers in-person seminars all aimed at building your HR Expertise or behavioral competencies. Visit shrm.org/seminars to learn more.