

**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 individuals transitioning from early to mid career level in their professional journey. Whether in transition yourself or coaching others who are transitioning to the next career level, 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
Transitioning
from the
**EARLY TO MID
CAREER** Level



Advancing the HR Profession.
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EARLY TO MID CAREER Level

1 Receive mentoring

At this stage in your career, you may be able to learn a great deal from a mentor outside your organization. Many local SHRM chapters offer these opportunities. Visit shrm.org/chapters to find your local chapter.

2 Receive coaching

Working with a coach will help you identify performance goals and behaviors needed to get you to the next level.

3 Attend an in-person course through a college/university

Taking a course is a great way to enhance your HR Expertise. Even if you already have an HR-related degree, you can continue to develop by taking a course in a different, but related, program like business finance. Schools with SHRM-aligned HR programs are likely to offer related courses. Visit shrm.org/academics/programdirectory to learn more.

4 Take on project-based work activities

On a project-based work activity, you have the opportunity to work on an integrated team to achieve a single goal. Apply your unique HR skills to help support a variety of projects while learning to use various HR tools and templates.

5 Complete an internship or apprenticeship

An internship or apprenticeship can be especially helpful for those who started in another area, such as finance, but found themselves taking on an HR role. Visit internships.com/group/shrm to get started.

6 Join a cross-functional team for an internal initiative

Become a member of a cross-functional team at your organization to increase your visibility, demonstrate your value as an employee and colleague, and develop proficiency in competencies such as Relationship Management, Global and Cultural Effectiveness, and Leadership and Navigation.

7 Shadow a colleague

Developing a better understanding of the role of someone more senior to you can help boost you to the mid career level.

8 Network with other professionals in your organization

Networking with other professionals in your organization can be a key differentiator at this stage in your career. Always look for opportunities to build connections across the organization that can help you transition to the next level.

9 Attend an online course through a college/university

Continue to build your HR Expertise as well as the behavioral competencies needed throughout your career as an HR professional. Consider schools with SHRM-aligned HR programs at shrm.org/academics/programdirectory.

10 Participate in a developmental assignment in another functional area

Even a short-term assignment in another functional area can reap great rewards as you transition from early to mid career level. Leverage SHRM resources like toolkits and educational articles to learn more.