

**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 mid career individuals in their professional journey. Whether mid career yourself or coaching others who are mid 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
MID CAREER

Level



Advancing the HR Profession.
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MID CAREER

Level

1 Receive mentoring

Mentoring can be either a formal or an informal process. Colleagues can serve as excellent mentors at this stage of your career as they possess valuable organizational information that can help you develop your competencies in the context of your organization's strategy.

2 Receive coaching

Working with a career coach can lead to clarity in your goals and help develop an action plan for your future. Coaching can help you expand your influence as an emerging leader.

3 Take on project-based work activities

Take this opportunity to think creatively and build a foundation of effective project-based work activity support or leadership. Apply your unique HR consulting proficiencies to support a variety of projects while learning to use various HR tools and templates.

4 Join a cross-functional team for an internal initiative

Become a member of or lead a cross-functional team at your organization to increase your visibility, demonstrate your value as an employee and colleague, and develop proficiency in HR competencies.

5 Network with other professionals in your organization

Most organizations select leaders from within their current workforce. Building lasting relationships with your colleagues across the organization can position you as a key candidate for moving to the next level.

6 Participate in a developmental assignment in another functional area

Taking a developmental assignment in another functional area while at a mid career level can help you build your proficiency in competencies such as Leadership and Navigation and Business Acumen. Use your existing strengths to support your host functional area, but challenge yourself to add new value.

7 Join a professional organization

By becoming a member of a professional organization, you can continually improve competencies by attending various seminars, webinars and networking events, and leveraging member-only resources and information. Become a SHRM member today at shrm.org/membercenter.

8 Attend a conference

Attending a conference is a great way to network, learn from experts, meet vendors, see the latest HR technology and 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 Attend an in-person course through a college/university

Now that you have some experience under your belt, considering taking a graduate-level course to take your HR Expertise and behavioral competencies to the next level. Consider schools with SHRM-aligned graduate HR programs at shrm.org/academics/programdirectory.

10 Shadow a colleague

Work shadowing offers immediate feedback and can lead to discussions regarding alternative methods of handling situations that occur day to day.