



## How Much Opportunity for Growth Do Leaders Have in Their Roles?

The National Leadership Consortium facilitates trainings to help emerging and existing leaders advance their knowledge and practices and encourage professional development and innovation in their roles throughout their careers. But, how much opportunity for growth do leaders feel they have in their roles? We ask participants before attending the Leadership Institute to select which of the following statements related to professional growth describes their experience the most:

- A. I am slowly forgetting all that I learned (my professional knowledge)
- B. Some of what I do contributes to my learning
- C. I have tremendous opportunities for professional growth in my role

And we also ask them to select which of these statements related to learning in their roles describes their experience the most:

- A. I am involved in routine or unrelated activities and have learned nothing in my role
- B. I learn a few new things in my role
- C. I learn a great deal in my role

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### Questions? Comments? Contact Us!

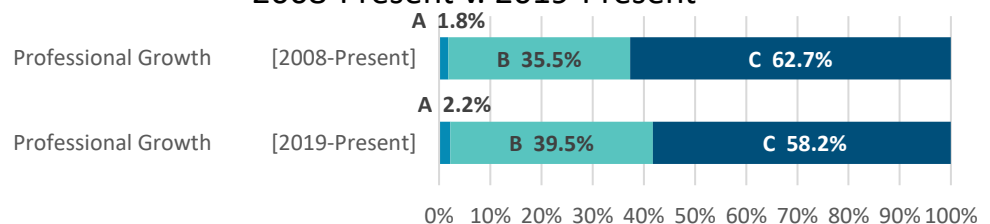
For additional information about the National Leadership Consortium's programs and research, visit [www.natleadership.org](http://www.natleadership.org)

To learn more about upcoming Leadership Institutes or workshops, email Nicole Jones at [njones@natleadership.org](mailto:njones@natleadership.org)

Contact Cory Gilden at [cgilden@natleadership.org](mailto:cgilden@natleadership.org) with questions related to our research.

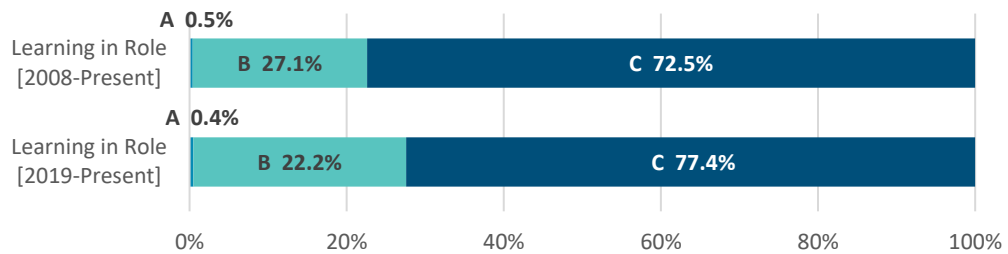
We compared responses from 2008 to the present with responses from just the past five years and notice an overall trend toward leaders feeling like they have less opportunity for professional growth in their roles in more current years.

### Opportunity for Professional Growth in Current Roles, 2008-Present v. 2019-Present



For professional growth, 58.2% of the 807 Leadership Institute participants who answered the question in the last five years said that they had “tremendous opportunities for professional growth” in their roles, 4% less than all participants since 2008 (62.7%). Overall, almost all participants who have come through the Leadership Institute since 2008 (98.2%) felt like they had at least some opportunity for professional growth in their roles.

## Opportunity for Learning in Current Roles, 2008-Present v. 2019-Present



Similarly, related to professional growth, 72.5% of the 806 Leadership Institute participants who answered the question in the last five years said that they learned “a great deal” in their roles, 5% less than all participants since 2008 (77.4%). Overall, almost all participants who have come through the Leadership Institute since 2008 (99.6%) felt like they had at least some opportunity for learning in their roles.

This decrease in learning opportunities may be due to increased day-to-day demands that professionals feel in their roles and organizations. We know that during the pandemic, [professional burnout increased](#) while [professional engagement decreased](#) for many. We also know from research that the opportunity to develop and learn are essential factors in how [motivated and satisfied](#) people feel in their positions and organizations. Learning and development are positively linked with retention, productivity, and intent to remain in a role.

While the vast majority of leaders experience at least some opportunity for professional growth in their roles, the growing disabilities field demands more highly qualified professionals who have access to relevant ongoing training and clear career paths for advancement. The Leadership Institute training offers leaders the opportunity to improve their knowledge, skills, and networks needed to advance services in the field, as well as their careers. If you are interested in joining us for an upcoming Leadership Institute, visit [www.natleadership.org](http://www.natleadership.org)