

GET THE JOB

Growing Where You Are

Finding New Challenges and Building Skills in Your Current Role

Career growth often brings to mind a new title, a new company or a new city. Yet for many Americans, advancement can happen without changing employers, by taking on fresh work, learning new skills and building stronger relationships inside the organization they already know.

That approach can benefit both employees and employers. Workers gain experience and confidence while companies keep valuable institutional knowledge, preserve continuity and develop talent from within.

NEW SKILLS

One practical place to start is with skill building. The U.S. Bureau of Labor Statistics has long tracked how job duties evolve with technology and changing business needs, and many workplaces now ask employees to use new software, interpret data or communicate across teams.

Employees who volunteer for training or ask to shadow a colleague can widen their understanding of the business. That might mean learning a customer service system, improving spreadsheet skills or gaining familiarity with



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scheduling, compliance or budgeting tasks tied to the job.

MORE RESPONSIBILITY

Growth can also come from expanding responsibilities in small, steady ways. An employee might offer to help onboard new staff members, coordinate a project timeline or represent the team in a cross-department meeting.

These assignments may not

change a job title right away, but they can show readiness for future advancement. They also give supervisors a clearer view of an employee's initiative, dependability and range.

INSIDE THE ORGANIZATION

Staying with one employer does not mean standing still. In many organizations, departments depend on one another, and learning how those parts

connect can open new paths.

An employee in operations may become interested in safety, training or quality control. Someone in an office role may find opportunities in community outreach, internal communications or event planning. By talking with managers about interests and long-term goals, workers can often find projects that fit both personal growth and organizational needs.

Career development experts often encourage regular conversations about progress. A simple check-in with a supervisor can help identify where help is needed, what strengths stand out and which experiences would prepare an employee for the next step.

It also helps to keep a record of accomplishments.

Documenting completed projects, training certificates and added duties can make performance reviews more productive and future opportunities easier to discuss. Clear examples carry weight when employees seek a raise, a new assignment or consideration for promotion.

Growing a career without changing jobs often comes down to curiosity, consistency and communication. By looking for ways to contribute more fully where they already are, employees can continue moving forward while helping their workplace succeed.

For many local workers, that is a practical and encouraging message. Progress does not always require starting over somewhere new. Sometimes it begins by seeing familiar work through a wider lens and saying yes to the next useful challenge.