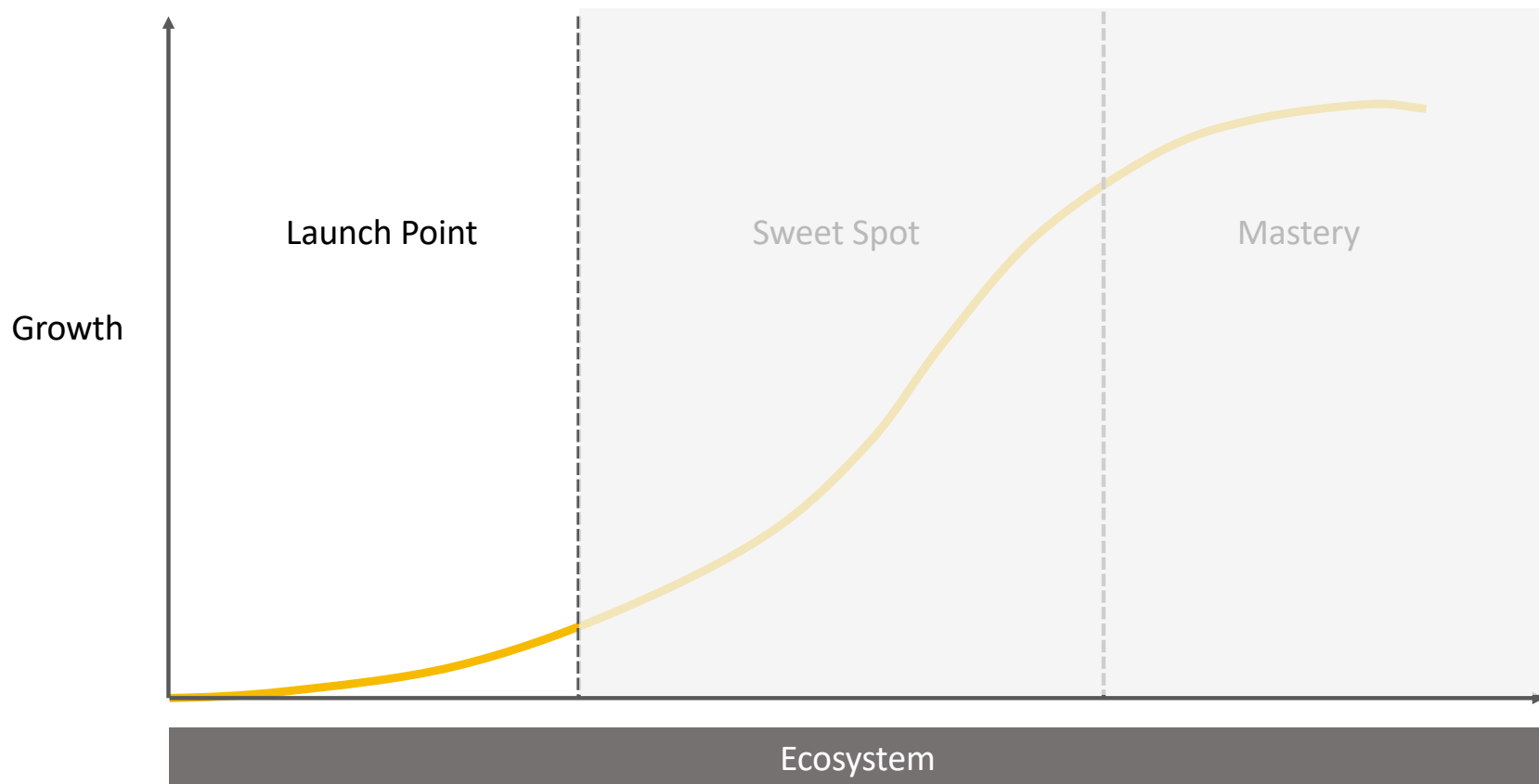


# The S-Curve



# of Learning

## S-Curve of Learning



## Launch Point

- Growth not discernible
- Insecure or overly confident
- Information overload



## What **Launchers** need from: Manager

- Create a 30-60-90-day plan
- Ensure access to necessary resources
- Provide reassurance
- Give frequent, honest feedback

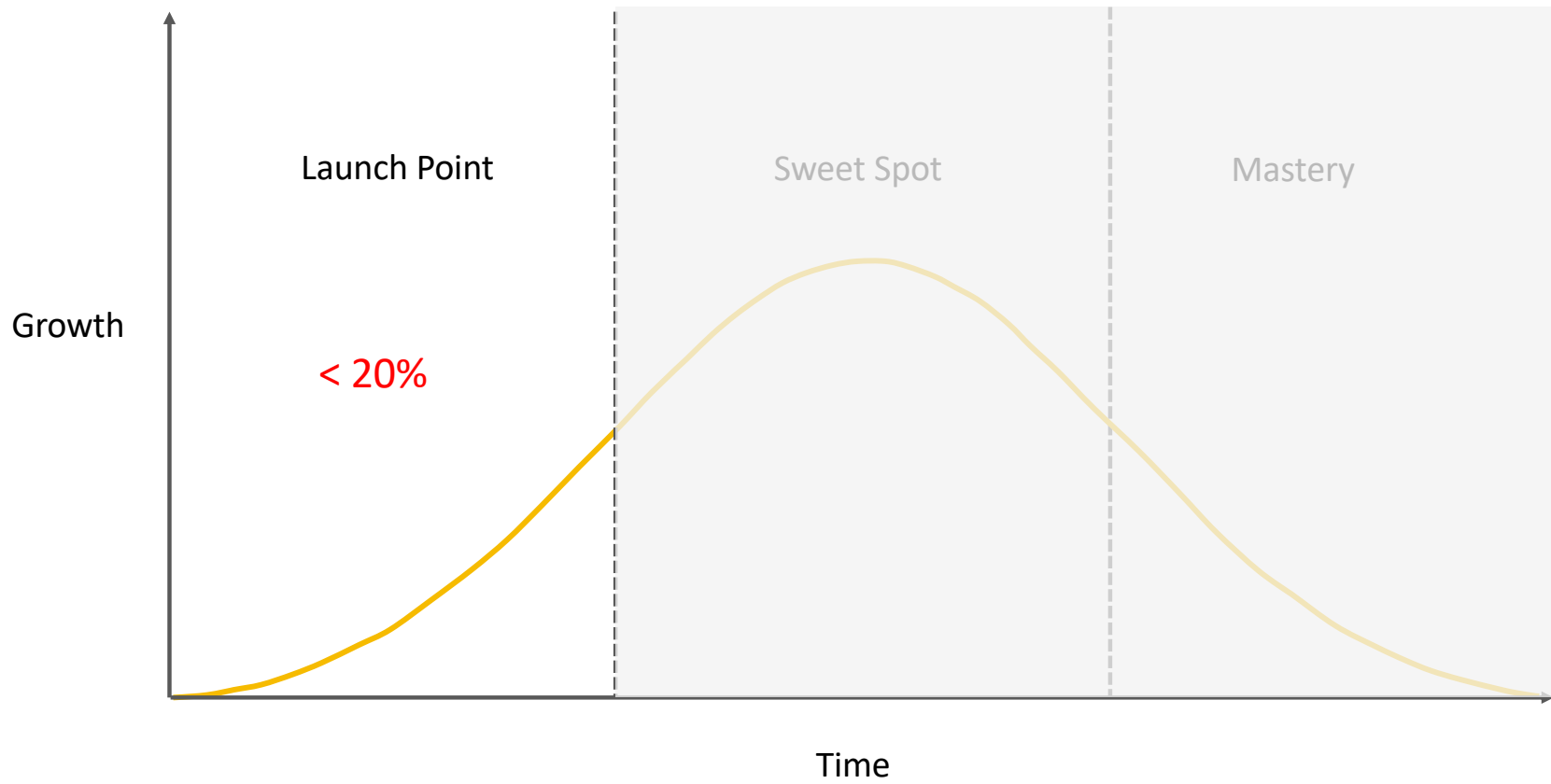


## What **Launchers** need from: T&D

- Have an onboarding program in place
- Provide on-the-job performance support
- Facilitate experimental learning opportunities
- Offer coaching and mentorship programs



## Bell Curve Distribution



Sweet Spot



## Sweet Spot

- Apparent growth
- Strengthened predictive capacity
- Increased autonomy
- Shift in identify





## What **Sweet Spotters** need from: Manager

- Give them autonomy
- Acknowledge contributions
- Discuss potential “new” S-Curve
- Encourage training attendance

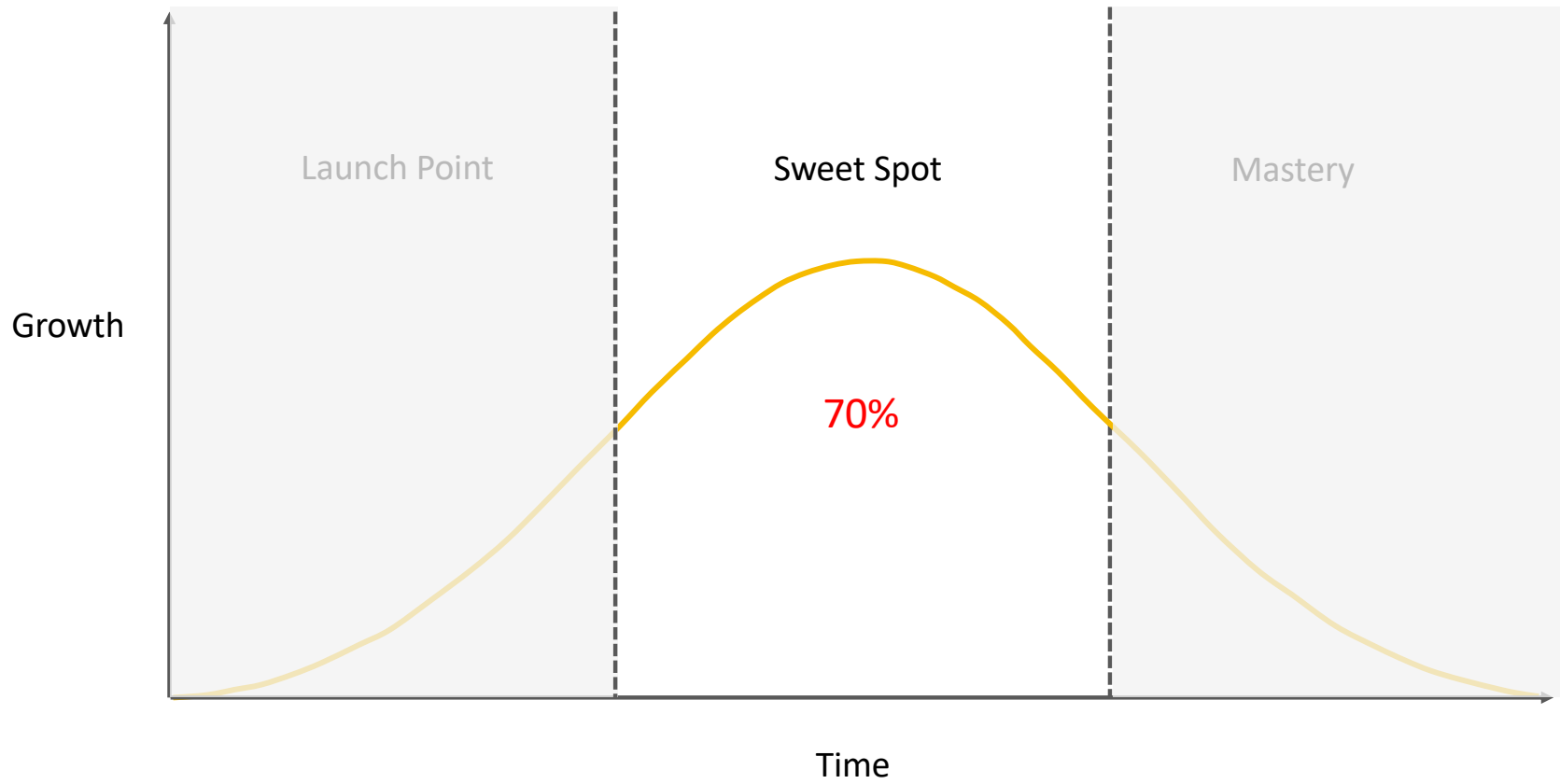


## What **Sweet Spotters** need from: T&D

- Facilitate in-person, informal training
- Provide access to on-demand training
- Offer coaching and leadership programs



## Bell Curve Distribution



# Mastery





## Mastery

- Consistent output
- Stability and confidence
- Potential growth greatly diminished
- Potential loss of “purpose”
- Ready for new S-Curve



## What **Masters** need from: Manager

- Celebrate accomplishments
- Encourage to climb a new S-Curve
- Assist in transition to new S-Curve

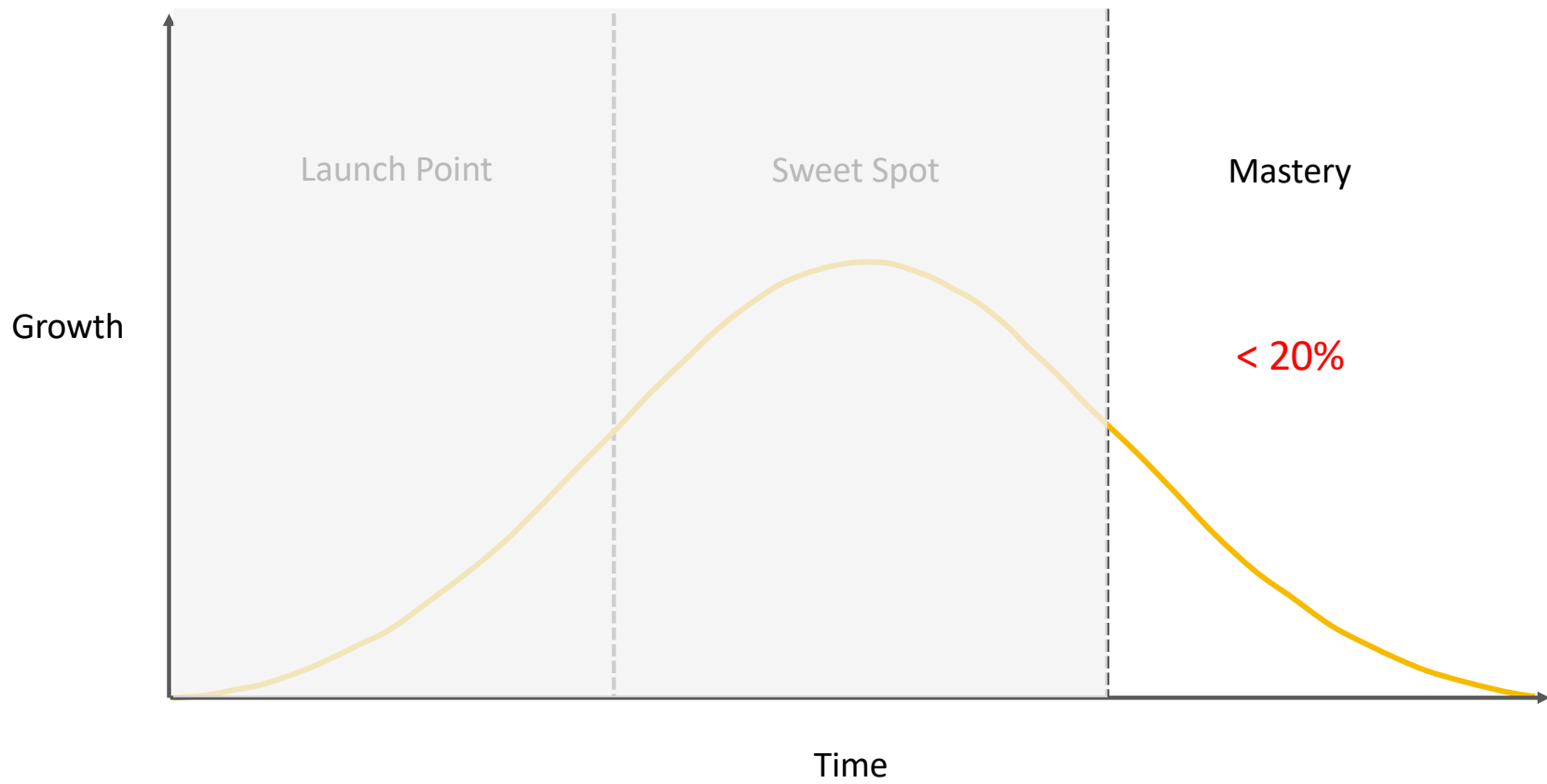


## What **Masters** need from: T&D

- Celebrate milestones
- Assist in transition to new S-Curve



## Bell Curve Distribution





# Let's connect!

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**SUPERYOU**

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# Resources

## Smart Growth *Whitney Johnson*

How to Grow your People  
to Grow your Company

