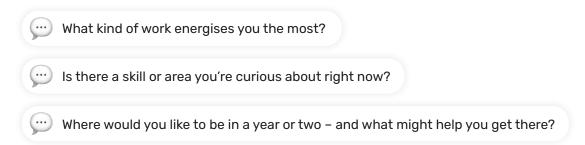
breathe



Start small with the right conversation

Career conversations don't need to be formal or high-pressure. They're just that – conversations. A chance to understand what matters to each person and what might help them grow.

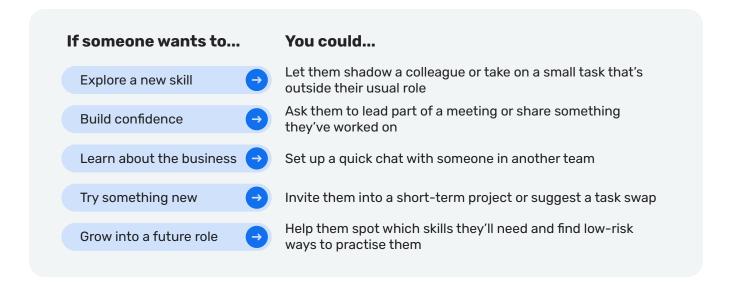
Try asking:



You don't need all the answers. Just being interested and asking the right questions is a powerful first step.

Spot everyday opportunities to support growth

Career development doesn't have to mean training courses or big moves. It can come from small, meaningful moments – especially when someone's encouraged to try something new or stretch themselves a little.



Little things, done consistently, build trust and confidence over time.



Help them take ownership

You can't develop someone's career for them – but you can give them the space and support to take charge of it.

Try this:

- Encourage them to set one development goal this quarter
- Check in gently during 1-2-1s: "How's it going with that goal?" or "Is there anything I can do to help?"
- Celebrate effort and learning, not just results

Not everyone wants to climb the ladder – growth might mean doing something they love, just a little better every day.

Lead by example

Your own learning mindset helps set the tone. When you show that growth matters to you too, it gives your team permission to explore and stretch.

You might:



Share something you've learned lately



Mention a challenge you're working on



Recommend a podcast, article or event you found useful



Ask for feedback and say what you're doing with it

You don't need to be perfect. You just need to be open.

Want to take it further?

If your team's ready to explore more formal development, **Breathe's Learn add-on** makes it easy to assign training, track progress and keep everything in one place – no spreadsheets or sticky notes needed.

Because helping your people grow shouldn't be hard work.



Support your team with Breathe Learn



