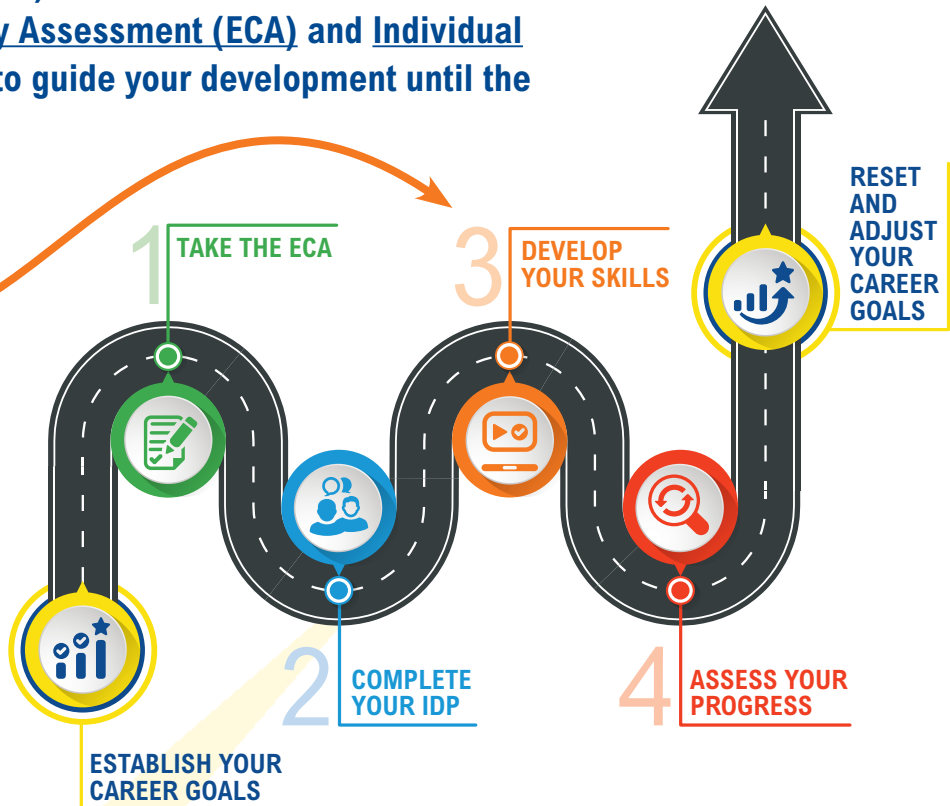*Links and videos within the Navigator are best viewed and experienced using a non-NMCI device.
If you are using an NMCI machine, full links are provided on the bottom of page 3 and page 4.
Copy and paste the full links into the URL bar of a new browser window to view the content.*

CAREER COMPASS SPOTLIGHT

Are you ready for the new fiscal year (FY)? The start of FY23 is around the corner, but your Employee Competency Assessment (ECA) and Individual Development Plan (IDP) will continue to guide your development until the next ECA to IDP Cycle in the spring.

Need a refresher? The **Career Compass program** has four main steps. For the next few months, you'll be digging into **STEP 3: DEVELOPING YOUR SKILLS**

If you haven't yet completed your ECA or IDP, it's not too late. Take time to complete it now, so that you can strategically guide your development.

1 TAKE THE ECA

3 DEVELOP YOUR SKILLS

RESET AND ADJUST YOUR CAREER GOALS

ESTABLISH YOUR CAREER GOALS

2 COMPLETE YOUR IDP

4 ASSESS YOUR PROGRESS

Start by leveraging the **Career Compass Resource Center (CCRC)**, an online repository for on-demand learning and development resources. Content is available for all of the competencies you see to the right. Click on any of these squares to go directly to the competency page on the CCRC and access a variety of resources, including podcasts, infographics, recorded webinars, and more to build your skills. The path to your future is at your fingertips!

We are continually adding to this repository. Keep an eye out for announcements on new resources in each month's Navigator!

Accountability

Building Diverse Teams

Communicating for Results

Conflict Management

Continual Learning

Decisiveness

Developing Others

Influencing and Negotiating

Initiative

Problem Solving

Strategic Thinking

Technology and Data Management

Find us on
www.navfac.navy.mil/ccrc

September 2022

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Dear Navi,

Navi is your trustworthy confidant with sound advice for matters related to workforce development. As always, please consult with your local HR/LER/EEO/IG as appropriate on workplace issues.
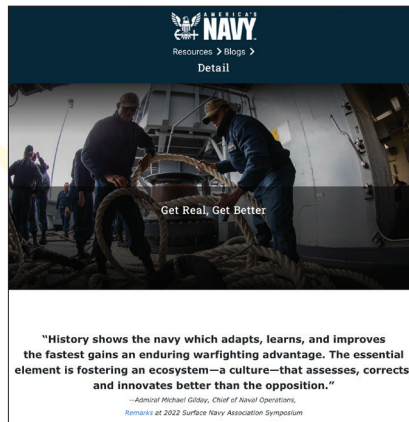
Dear Navi,

Have you heard about Get Real, Get Better? I've heard it come up in casual conversations but I'm not sure what it is. Do you know what they are talking about? Does this tie into Career Compass, and is it something I need to pay attention to?

— Stayin' in the Loop

Dear Stayin' in the Loop,

You're correct on both counts. **Get Real, Get Better**, sometimes written as GRGB, is a call-to-action begun a couple of years ago and recently formalized. *Get Real, Get Better* is a two-step process being implemented across the Navy. In this process, every individual is encouraged to "Get Real" by honestly assessing their own performance, abilities, and limitations. From there, sailors and civilians alike are encouraged to challenge themselves to correct those impediments in order to "Get Better." The concept codifies Navy leadership and problem-solving practices that have proven to be most effective. The basic gist of *Get Real, Get Better* is that by being objective in assessing situations, and being on the hunt for continual improvement, you and your colleagues will be more effective. This means deploying a constant self-assessment process with the goal of looking for ways to make things work better. It means being honest with oneself about one's capabilities and limitations, and not being afraid of taking on challenges or building skills where we may have room for improvement. Sound familiar? It should!

The Career Compass program embodies many of the same principles as *Get Real, Get Better,* and the Career Compass Roadmap can serve as your guide in your efforts to "Get Real" and "Get Better." For instance, in order to "Get Real," you need to self-assess. You can start by gauging your non-technical skills, using the **Employee Competency Assessment (ECA)** which only takes 10-15 minutes to complete. From there, you can work to "Get Better," using the **Individual Development Plan (IDP)** to

"History shows the navy which adapts, learns, and improves the fastest gains an enduring warfighting advantage. The essential element is fostering an ecosystem—a culture—that assesses, corrects, and innovates better than the opposition."

—Admiral Michael Gilday, Chief of Naval Operations,
Remarks at 2022 Surface Navy Association Symposium

map out your opportunities for growth. By pursuing learning and development opportunities all year long, you are building skills and embracing the *Get Real, Get Better* approach of adopting a learning mindset, with the goal to become a "learn-it-all" rather than a "know-it-all."[1]

Career Compass also has learning opportunities for many of the competencies promoted under *Get Real, Get Better.* For example, *Get Real, Get Better* highlights the importance of critical thinking and creative problem solving. If you take a look at the CCRC's **Problem Solving** competency page, you'll notice that there are applicable resources to build those skills including the infographic, **Critical Thinking in Five Steps**, and the podcast, **The Creative Problem-Solving Process**. And, on the **Initiative** competency page, you'll find a nifty infographic, **Four Ways to Take Initiative**, that aligns with the *Get Real, Get Better* approach. Those are just a few examples – the *Get Real, Get Better* mindset is woven throughout Career Compass!

I suspect that over the coming months you'll hear more about *Get Real, Get Better.* If you're eager to learn more right now, check out the **Get Real, Get Better website**. When you embrace the concepts, you'll be able to clearly see how it aligns with Career Compass to help you reach your career goals, help your team perform more effectively, and help us work together to further the NAVFAC mission.

–Navi

Do you have a question for Navi? Send your questions to NAVFACHQDearNavi@us.navy.mil, and you may be featured in an upcoming column of *Dear Navi*. All questions will remain anonymous.

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[1] https://www.navy.mil/Resources/Blogs/Detail/Article/2894808/get-real-get-better/

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NAVFAC CHANGE OF COMMAND

On August 12, 2022, Rear Adm. Dean VanderLey relieved Rear Adm. John W. Korka as Commander for Naval Facilities Engineering Systems Command (NAVFAC). Read more here.

IN CASE YOU MISSED IT…

The latest Intern Forum, **Communicating for Results**, is now available on the CCRC! In this on-demand forum, learn tips for effective communication to build a strong foundation for your career, no matter where it may lead you.

SYSCOM TRAINING SUMMARY

Below is a list of all SYSCOM trainings being held in September and trainings in October that are now open for registration. Find more details and registration links on the **CCRC Event Calendar**.

SEPTEMBER TRAININGS

START DATE	EVENT
07 Sep	Decisiveness (East)
14 Sep	Decisiveness (West)

OCTOBER TRAININGS

START DATE	EVENT
11 Oct	Project & Program Management (East)*
25 Oct	Project & Program Management (West)*
Stay tuned for details on additional SYSCOM offerings.	

Registration opening soon!

TIPS TO HELP YOU REACH YOUR GOALS

When you completed your IDP, you identified opportunities to help you build your skills. Now it's time to act! Here's an easy place to start: Pick a competency you'd like to improve and explore the competency page (see page 1) for on-demand resources that you can get started on today. Here are a few more tips to help you continue reaching toward your goals:

➤ Put a reminder on your calendar once a month to look for courses or opportunities that align to your development plan.

➤ Set a monthly check-in with your supervisor to discuss your progress against your IDP, and upcoming learning opportunities.

➤ If you are a supervisor, regularly encourage your team to continue working toward their IDP goals.

➤ Set a reminder to update your IDP quarterly to show the progress you've made, and begin charting your course for the next year.

➤ Don't forget to celebrate your wins! Take a step back and appreciate how far you've come.

If you are unable to access the above links, copy and paste the full links below into the URL bar of a new browser window to view the content.

NAVFAC Change of Command

Read the article here – https://www.navfac.navy.mil/Home/News-Detail/Article/3126710/navfac-holds-change-of-command/

In Case You Missed It…

Intern Forum: Communicating for Results (On-Demand Webinar) – https://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Competency-Development-Content/Communicating-for-Results/

SYSCOM Training Summary

CCRC Event Calendar – https://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Event-Calendar/

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If you are unable to access the links on pages 1–2, copy and paste the full links below into the URL bar of a new browser window to view the content.

Career Compass Spotlight

Employee Competency Assessment (ECA) – https://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Employee-Competency-Assessment/

Individual Development Plan (IDP) – https://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Individual-Development-Plan/

Career Compass Program Overview – https://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/

Career Compass Resource Center (CCRC) – https://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/

Competency Pages

- **Accountability** – http://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Competency-Development-Content/Accountability/
- **Building Diverse Teams** – http://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Competency-Development-Content/Building-Diverse-Teams/
- **Communicating for Results** – https://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Competency-Development-Content/Communicating-for-Results/
- **Conflict Management** – http://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Competency-Development-Content/Conflict-Management/
- **Continual Learning** – http://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Competency-Development-Content/Continual-Learning/
- **Decisiveness** – http://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Competency-Development-Content/Decisiveness/
- **Developing Others** – http://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Competency-Development-Content/Developing-Others/
- **Influencing and Negotiating** – http://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Competency-Development-Content/Influencing-and-Negotiating/
- **Initiative** – http://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Competency-Development-Content/Initiative/
- **Problem Solving** – http://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Competency-Development-Content/Problem-Solving/
- **Strategic Thinking** – http://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Competency-Development-Content/Strategic-Thinking/
- **Technology and Data Management** – http://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Competency-Development-Content/Technology-and-Data-Management/

Dear Navi

Get Real, Get Better – https://www.navy.mil/Resources/Blogs/Detail/Article/2894808/get-real-get-better/

Employee Competency Assessment (ECA) – https://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Employee-Competency-Assessment/

Individual Development Plan (IDP) – https://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Individual-Development-Plan/

Problem Solving Competency Page – https://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Competency-Development-Content/Problem-Solving/

Critical Thinking in Five Steps (Infographic) – https://www.navfac.navy.mil/Portals/68/NAVFAC Learning Content/Critical-Thinking-5-Steps-Infographic.pdf?ver=o14mKrER7DzGCA_XFajgJA%3d%3d

The Creative Problem-Solving Process (Podcast) – https://www.navfac.navy.mil/Portals/68/NAVFAC Learning Content/Creative-Problem-Solving-Process-Podcast.mp3?ver=5moDG474zRKJwT6IYdV7mw%3d%3d

Initiative Competency Page – http://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Competency-Development-Content/Initiative/

Four Ways to Take Initiative (Infographic) – https://www.navfac.navy.mil/Portals/68/Four_Ways_Take_Initiative_Infographic.pdf

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Facebook – https://www.facebook.com/navfac/

Instagram – https://www.instagram.com/navfacworldwide/

Twitter – https://twitter.com/NAVFAC

LinkedIn – https://www.linkedin.com/company/navfac/

https://navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center

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