

*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

**Happy New (fiscal) Year!** October 1 marks the beginning of a new year for NAVFAC, which makes it a great time for you to strategically pause and consider what you'd like to accomplish in the upcoming year. What professional goals are you hoping to make progress on? What are your New (fiscal) Year's resolutions?

Regardless of what competency or skill you're hoping to level up, the Career Compass program has resources to support your endeavors.

### Steer Your Career with NAVFAC

NAVFAC is a learning organization which prioritizes consistent personal and professional development. It fosters a growth mindset, which is the belief that we can learn and grow through failures and challenges, rather than be defeated by them. When we believe we can learn and grow, we aren't defeated by challenges but are empowered to improve through them. By fostering a culture of learning at NAVFAC, we empower ourselves and our teams to succeed and accelerate the NAVFAC mission. The only person who can truly steer your career is you, but the Career Compass program is designed to help you chart your course and take control of your own growth. A few examples are shown below, or you can browse the [Career Compass Resource Center \(CCRC\)](#) for more ideas.

### Having trouble dealing with a co-worker?

Perhaps you have different approaches and styles that are in conflict. Consider leveraging these three resources as you think through what you want that relationship to look like in the upcoming fiscal year.

- [Productive Conflict at Work](#) (Job Aide)
- [7 Ways to Build Your Influence at Work](#) (Webinar)
- [Interpersonal Communications](#) (Podcast)

### Feeling stuck in your current role and looking for ways to grow?

Review these resources to help you stretch your skills, as well as identify what future professional goals you can work toward this fiscal year.

- [Identify and Maximize Your Strengths](#) (Job Aide)
- [Strategic Doing: Creating Results with Clear Communication](#) (Video)
- [How Taking Initiative Can Change Your Career](#) (Podcast)

### Ready to connect and grow?

Join NAVFAC's Coaching and Mentoring Programs to connect with subject matter experts who provide personalized guidance and feedback on maximizing your job performance and career potential. Learn more [here](#).



## We can't talk about continual learning without mentioning the Employee Competency Assessment (ECA) and Individual Development Plan (IDP).

- Haven't taken your ECA yet? Take 10 minutes and complete it [here](#).
- Need to complete your IDP to guide your growth throughout the year? Find it [here](#).

**Your IDP is a critical tool to strategically guide your development all year long.**



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,

*I came back from vacation feeling relaxed and refreshed, and, wow, so much has changed. NAVFAC has new leadership, we're being asked to undertake new initiatives, and my team is trying to prepare for the next fiscal year with new and adjusted priorities. I am struggling with the volume of change, and I know I'm not the only one. Do you have any tips for adjusting to all this change, and helping me prepare my team to adapt too?*

— Taking New Steps

Dear Taking New Steps,

First, welcome back from vacation. Glad to hear you had a chance to rest and recuperate. And second, no you are not wrong in sensing there really is change in the air and that it is not going to abate. Yes, we have [new leadership](#), with priorities and initiatives that will affect you and your team. And yes, it is October and the beginning of the new fiscal year, so there are going to be new projects popping up. Like any other year, there will be more changes coming – some of them affecting your team and others pertaining specifically to you.

*“Human experience shows that people, not organizations or management systems, get things done.”*

– ADMIRAL HYMAN G. RICKOVER

My suggestion is to avoid focusing on the fact that there are going to be changes, but instead invest your energy in a mindset that more readily accepts them. In [last month's Dear Navi](#), I wrote about the Navy's new program, *Get Real, Get Better*. The crux of this program is the willingness to constantly self-assess and then commit to improvement. This doesn't mean once in a while or when it suits you, but instead, being open to constant change.

Some of us are more easily adaptable and capable of accepting change than others. For those of us who either resist, resent or are intimidated by change, going with the flow is a learned skill, just like learning a new software program or driving a new front loader.

Career Compass can help you get better at adapting to change. There is a whole section on the CCRC on [Continual Learning](#), and a great place to start is the podcast [How to Get Out of Your Comfort Zone and Grow Professionally](#). Listening to this is a great first step because it'll help you understand why and how you can feel secure while you adopt new routines and techniques. Another podcast on the CCRC, [Successful Teams](#), will help shine light on how individuals on highly productive teams are more self-aware, better at self-management and feel more connected to their colleagues. The point being that those three factors will make it easier for you to navigate the bigger and broader organizational change initiatives. So if you can, get yourself in shape for change, and it will be easier for you to adapt to and adopt changes.

I leave you with one last thought, and it's from Admiral Hyman G. Rickover: “Human experience shows that people, not organizations or management systems, get things done.” Take comfort in knowing, ultimately, NAVFAC's organizational changes will be steered by those employees who embrace them.

-Navi

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



**IN CASE YOU MISSED IT...**

The webinar, **Making Tough Decisions**, is now available on the CCRC! As a leader, tough decisions will be part of your day-to-day. In this webinar, you'll understand the key factors that influence and impact your decisions, and equip yourself with a tried and true decision-making process to move forward. You can find it [here](#).

**SYSCOM TRAINING SUMMARY**

Below is a list of all SYSCOM trainings being held in October and trainings in November that are now open for registration. Find more details and registration links on the [CCRC Event Calendar](#).

**OCTOBER TRAININGS**

START DATE	EVENT
04 Oct	Project & Program Management (East)
12 Oct	Project & Program Management (East)
18 Oct	Early Retirement Training (West)
24 Oct	Mid-Career Retirement Training (East)
24 Oct	Pre-Retirement Training (East)
25 Oct	Project & Program Management (West)

**NOVEMBER TRAININGS OPEN FOR REGISTRATION**

START DATE	EVENT
01 Nov	Mid-Career Retirement Training (West)
01 Nov	Pre-Retirement Training (West)
02 Nov	Project & Program Management (East)
07 Nov	Early Retirement Training (East)
08 Nov	Project & Program Management (West)
15 Nov	Financial Management Training (West)
15 Nov	Pre-Retirement Training (East)
29 Nov	Mid-Career Retirement Training (East)
30 Nov	Financial Management Training (East)

Stay tuned for details on additional SYSCOM offerings.

**WHAT THE EXPERTS SAY...  
How to Use a Growth Mindset for Career Success**

Having a growth mindset means that you see failure and challenges as a path toward growth, with a focus on action rather than perfection. Applying a growth mindset in your work is a great way to build the habit of continual learning. In Anne Loehr's article on LinkedIn, she shares three tips to build a growth mindset and embrace the power of the journey:

- Counter stressful situations by focusing on what you can control.
- Adapt to change by making the decision to "ride the wave" rather than resist it.
- Watch for non-verbal emotional cues in your communication

Read the full article [here](#).

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.

**In Case You Missed It...**

**Making Tough Decisions (On-Demand Webinar)** – <https://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Competency-Development-Content/Decisiveness/>

**What the Experts Say**

Read the full article – <https://www.linkedin.com/pulse/using-growth-mindset-career-success-anne-loehr-she-her-hers-/>

**SYSCOM Training Summary**

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



*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

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

Productive Conflict at Work (Job Aide – Conflict Management) – [https://www.navfac.navy.mil/Portals/68/NAVFAC/Careers/CC%20\(WFD\)/CCRC/CDC/Conflict%20Management/Job%20Aides/Productive-Conflict-at-Work-Infographic\\_20210618\\_v1.0.pdf?ver=GwixLx0rlzM\\_2gQWwCsTEw%3d%3d](https://www.navfac.navy.mil/Portals/68/NAVFAC/Careers/CC%20(WFD)/CCRC/CDC/Conflict%20Management/Job%20Aides/Productive-Conflict-at-Work-Infographic_20210618_v1.0.pdf?ver=GwixLx0rlzM_2gQWwCsTEw%3d%3d)

7 Ways to Build Your Influence at Work (Webinar – Influencing and Negotiating) – <https://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Competency-Development-Content/Influencing-and-Negotiating/>

Interpersonal Communications (Podcast – Communicating for Results) – [https://www.navfac.navy.mil/Portals/68/NAVFAC/Careers/CC%20\(WFD\)/CCRC/CDC/Communicating%20for%20Results/Podcasts/Interpersonal%20Communications\\_20201027\\_v2.0.mp3?ver=KRIEQneAZdOsCZB3rSnn5A%3d%3d](https://www.navfac.navy.mil/Portals/68/NAVFAC/Careers/CC%20(WFD)/CCRC/CDC/Communicating%20for%20Results/Podcasts/Interpersonal%20Communications_20201027_v2.0.mp3?ver=KRIEQneAZdOsCZB3rSnn5A%3d%3d)

Identify and Maximize Your Strengths (Job Aide – Continual Learning) – [https://www.navfac.navy.mil/Portals/68/NAVFAC/Careers/CC%20\(WFD\)/CCRC/CDC/Continual%20Learning/Job%20Aides/Identify-Maximize-Strengths-Job-Aide.pdf?ver=VJLYoBR3nAVklulRZLRM6Q%3d%3d](https://www.navfac.navy.mil/Portals/68/NAVFAC/Careers/CC%20(WFD)/CCRC/CDC/Continual%20Learning/Job%20Aides/Identify-Maximize-Strengths-Job-Aide.pdf?ver=VJLYoBR3nAVklulRZLRM6Q%3d%3d)

Strategic Doing: Creating Results with Clear Communication (Video – Strategic Thinking) – [https://www.navfac.navy.mil/Portals/68/NAVFAC/Careers/CC%20\(WFD\)/CCRC/CDC/Strategic%20Thinking/Videos/Doing\\_Creating\\_Results\\_Clear\\_Communication\\_Video.mp4?ver=d8pU9Aw\\_nn8O95hDKiLyDw%3d%3d](https://www.navfac.navy.mil/Portals/68/NAVFAC/Careers/CC%20(WFD)/CCRC/CDC/Strategic%20Thinking/Videos/Doing_Creating_Results_Clear_Communication_Video.mp4?ver=d8pU9Aw_nn8O95hDKiLyDw%3d%3d)

How Taking Initiative Can Change Your Career (Podcast – Initiative) – [https://www.navfac.navy.mil/Portals/68/NAVFAC%20Learning%20Content/How-Taking-Initiative-Can-Charge-Your-Career\\_20210428\\_v1.0.mp3?ver=EOFeThJ9x9zNs22DkXRel-w%3d%3d](https://www.navfac.navy.mil/Portals/68/NAVFAC%20Learning%20Content/How-Taking-Initiative-Can-Charge-Your-Career_20210428_v1.0.mp3?ver=EOFeThJ9x9zNs22DkXRel-w%3d%3d)

Coaching and Mentoring Programs – <https://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Coaching-Mentoring/>

Employee Competency Assessment (ECA) – <https://chci-survey.com/eca/>

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

## Dear Navi

Change of Command – <https://www.navfac.navy.mil/Home/News-Detail/Article/3126710/navfac-holds-change-of-command/>

Dear Navi in Navigator Issue 24 – [https://www.navfac.navy.mil/Portals/68/NAVFAC/Careers/CC%20\(WFD\)/Nav%20News/NAVIGATOR\\_newsletter\\_Issue%2024\\_20220825v1.0.pdf?ver=mjGenB\\_XBez4Xj4FGUstw%3d%3d](https://www.navfac.navy.mil/Portals/68/NAVFAC/Careers/CC%20(WFD)/Nav%20News/NAVIGATOR_newsletter_Issue%2024_20220825v1.0.pdf?ver=mjGenB_XBez4Xj4FGUstw%3d%3d)

Continual Learning Competency Page – <https://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Competency-Development-Content/Continual-Learning/>

How to Get Out of Comfort Zone and Grow Professionally (Podcast) – [https://www.navfac.navy.mil/Portals/68/NAVFAC/Careers/CC%20\(WFD\)/CCRC/CDC/Continual%20Learning/Podcasts/Comfort-Zone-Podcast\\_20200601\\_v1.0.mp3?ver=WUNIKHWNLIZVeBnFLAXCYQ%3d%3d](https://www.navfac.navy.mil/Portals/68/NAVFAC/Careers/CC%20(WFD)/CCRC/CDC/Continual%20Learning/Podcasts/Comfort-Zone-Podcast_20200601_v1.0.mp3?ver=WUNIKHWNLIZVeBnFLAXCYQ%3d%3d)

Successful Teams (Podcast) – [https://www.navfac.navy.mil/Portals/68/NAVFAC/Careers/CC%20\(WFD\)/CCRC/CDC/Developing%20Others/Podcasts/Successful%20Teams%20podcast\\_20201206\\_v2.0.mp3?ver=V4R8a650-09ZwApL\\_ao2Ew%3d%3d](https://www.navfac.navy.mil/Portals/68/NAVFAC/Careers/CC%20(WFD)/CCRC/CDC/Developing%20Others/Podcasts/Successful%20Teams%20podcast_20201206_v2.0.mp3?ver=V4R8a650-09ZwApL_ao2Ew%3d%3d)

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

