



Works innovatively and collaboratively to identify ways to 'do things better' and 'do better things' in policy practice.

- Driven to enhance their own professional development.
- Views mistakes as an opportunity for learning and improvement.
- Broadminded, inquisitive, and harnesses new and innovative ways of working and thinking.

### 70% on-the-job learning

Talk with your manager or senior colleagues about taking alternative approaches to policy tasks or problems, their respective advantages and limitations. Put these into practice.

Learn how to improve the quality of your advice and practices by becoming familiar with the Policy Project's policy improvement frameworks [Policy Quality](#), [Policy Skills](#), and [Policy Capability](#).

Read the [Strategy for a Digital Public Service](#) and [Digital Strategy for Aotearoa](#) and consider how your work can help achieve their strategic visions.

Read the [Government Data Strategy and Roadmap](#) and relevant Industry Transformation Plans (e.g. [The Digital Technologies Industry Transformation Plan](#)).

Try something new, and afterwards identify what you learned about what worked and what didn't.

### 20% learning from others

Collaborate with others to improve your chances of success and provide a safe space to explore ideas and ask questions.

Connect with people who are very different or who work in different areas, to gain new insights.

Ask questions of your more experienced colleagues, with a view to learning new ways of working and thinking.

Look on the internet at how other jurisdictions are tackling problems in your domain.

### 10% formal training

Attend courses that build your understanding of how service design can encourage innovations (e.g. [Design Thinking Fundamentals Bootcamp](#) by Wellington Uni Professional).