Natural Resources Conservation Service

Leadership Development Framework (LDF)
Tactical Leadership Cluster

Public Service Motivation
Developmental Opportunities

Target Proficiency Level: 4.0
# Developmental Opportunity: Mentoring

**Mentoring Considerations:**
- Pairing should be self-selected to encourage motivated mentoring pairs.
- Should meet regularly with a trusted individual at the Tactical leadership level (or above) to gain insight into effective adaptability and flexibility.
- Be flexible and accommodating when considering schedules, workload, etc.
- Develop a mentor/mentee agreement, with up-front expectations regarding the roles and responsibilities of the mentor and mentee, what each person is hoping to gain from the mentor/mentee relationship, expectations and logistics, etc.
- Develop suggested checklist for activities and conversations.

**Modality:** In-person; virtual  
**Length:** 6-12 months; 2 hours per month  
**Vendor:** N/A  
**Cost:** N/A

# Developmental Opportunity: Coaching

**Coaching Considerations:**
- Formal assignment of coach should be considered to ensure expertise.
- Meet regularly to receive guidance around assigning, evaluating, & monitoring work.
- Be flexible and accommodating when considering schedules, workload, etc.
- NEDC should encourage development of a coaching agreement, with up-front expectations regarding roles and responsibilities, objectives, and logistics.

**Modality:** In-person; virtual  
**Length:** 3-6 months; 2-3 hours per month  
**Vendor:** N/A  
**Cost:** N/A