



CONTINUING EDUCATION



Investing in You and Your Future

At Blytheco, we believe that investing in our team members' personal and professional development is paramount in creating and maintaining a positive culture, an accountable team, and a highly productive, sought-after work environment. Continuous learning is one of our core values, and each year, we fund programs and training designed to enhance our teams' knowledge and skill set. The path to self-discovery and educational enrichment begins with our introspective 360 Self-Assessment.

360 Degree Assessments

Blytheco team members have the unique opportunity to perform a self-assessment with our thought-provoking, customized assessment tool. Upon hire, and each year thereafter, team members evaluate themselves against our core attributes, identify both areas of expertise and areas of growth, which may be bolstered or solidified with further training and continued education.

360 Self-Assessment for New Team Members

- Provides an opportunity for newcomers to dive deep into details of our core attributes, self-evaluation tools, and assessment process.
- Team members embark on a journey of self-reflection and discovery by completing a 360 self-assessment.
- Training is provided on how to give and receive feedback in a positive, constructive manner.

360 Annual Review for all Blytheco Team Members Including Leadership

- Team members have the opportunity to assess their leaders, direct reports, colleagues and/or peers with whom they interact throughout the year.
- Participation in our evaluation process is key, as honest feedback and genuine candor are essential elements in uncovering opportunities for growth, as well as commending stellar performance.
- Partnering with their managers, team members are encouraged to collaborate on development plans to assist in areas where growth opportunities have been identified.

Coaching and Feedback

Both the giving and receiving of coaching and feedback are crucial to maintaining a culture of trust, authenticity and candor. We schedule regular 1:1 meetings with our team members to ensure there is a constant loop of communication and a safe place to provide real time coaching.

Development and Growth

Ensuring our team members are challenged and engaged, we provide several platforms for growth, and advancement opportunities.

- We leverage the feedback gathered through annual reviews, self-assessment process and regular 1:1 meetings to build personalized, tailored development plans for each individual.
- We offer annual education reimbursement to encourage continued learning and growth.
- Product training and certifications are available through software publishers and partners, and varies by product line.
- Internal certifications are available upon completion of specific Blytheco classes and/or training.