

# The Realising Your Potential Approach Framework (RYPA)

The Realising Your Potential Approach Framework enables professional support service staff at every level to know what is expected of them and how they can be supported to continuously develop, plan for their career progression and to manage and retain talent within the University. The nine aspects of the Approach are grouped in four clusters mapped against all grades and have been applied to specific working practices as can be seen in the diagram below. Embedding the Realising Your Potential Approach Framework has been achieved through the development of a variety of resources including a user guide and the roll out of user workshops and on-line learning to over 2,000 members of staff. The flexibility of how the Approach can be applied has encouraged many departments to utilise this resource and engage their teams.



Adapted from the AUA's Professional Behaviours Framework, 2009 for Durham University non-commercial use, by permission of the AUA