

70–20–10 system: The 70–20–10 model is a framework for employee development that proposes ways in which people learn best when they are employed. Furthermore, the percentages that emphasize exposure to people (20%) and experiential learning (70%) are in line with Google's culture of experimentation, teamwork, and peer learning. 20% Exposure: Interaction with peers, coaches, and mentors can also be a source of learning.