Career Conversation Conversation Toolkit

Career Conversations for Managers and Individuals
Our Destination

• By the end of this session, you will be able to help individuals take ownership of their career development and prepare for career conversations with their manager
Why career conversations are important

What makes a career conversation effective

Career Conversation Toolkit: Overview
WHY CAREER CONVERSATIONS ARE IMPORTANT
You can’t develop others’ careers
They have to develop their own
Career paths are no longer predictable
Employees need to take responsibility for developing their own careers
Employees need support

• Where are they at?
• What’s important to them in their career?
• What does success look like for them?
• What skills and qualities do they have?
• What opportunities are available?
• How do they navigate the processes and politics?
• How do they identify and evaluate different options?
• What career development strategies can they use?
WHAT MAKES A CAREER CONVERSATION EFFECTIVE
What Do Effective Career Conversations Lead To?

37% Never

30% Once

17% Twice

15% More
Often take place informally
Sometimes unplanned
Don’t have to take a long time
People are the most helpful resource they can access
CAREER CONVERSATION TOOLKIT
The power is in the question
Does the heavy lifting for you
Career Conversation Tools

- Practical
- Flexible
- 15 mins
Change the Viewing

Help them see things differently
Change the doing

Help them behave differently
Where they’ve come from

Where they’re heading

Where they are
3 different levels

- Focus on one question or one tool
- Blend 2-3 different tools
- Apply all 10 tools
Find out more

www.antoinetteoglethorpe.com/career-conversation-toolkit
Get in touch

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