Current Role	
Start date of this role	
Next steps for this document	

About Me

Share your career story

Consider including not only the places you worked, but the type of work you did, what you liked about each role, and how you grew in the role to where you are today.

What matters to me

Strengths	*What skills have I brought to past teams? What comes natural to me? What have I perfected over time?*	
Motivations	*What drives or energizes me at work?*	
Values	*What's important to me in a project, on a team, in a company?*	

Describe your role on the team today

Elaborate on what you bring to the team as an individual. Don't just define your title, but think about the expertise and skills you bring to the team.

Looking Back

For this section reflect on the past six months

Top projects / PRs

-

Other team contributions

-

What did I learn?

-

What did I teach?

-

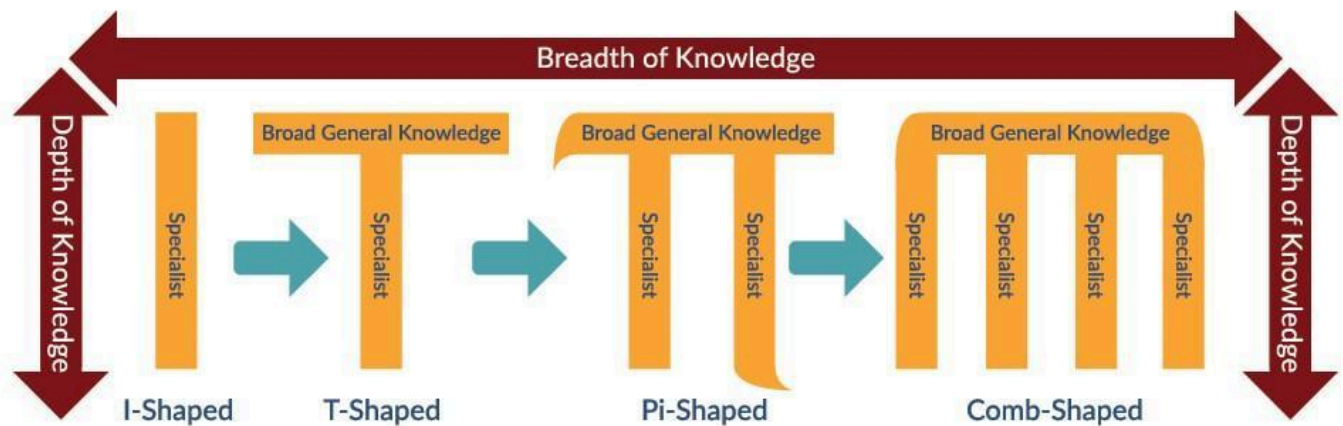When did I feel challenged or energized by work?

-

When was I less energized by work?

-

Growth

What does it mean to grow? There are many schools of thought on career growth within the tech industry. Here are a few common approaches. Choose what resonates with you.

T-Shaped Engineers

Source: The T-Shaped Engineer
Many have expanded on this concept (Example: star-shaped engineers)

Promotion-driven development

This is typically considered an anti-pattern, though it is a common school of thought and most of us have considered this form of career development at certain stages of our career. Read this article for an overview + common pitfalls

Phases of Growth
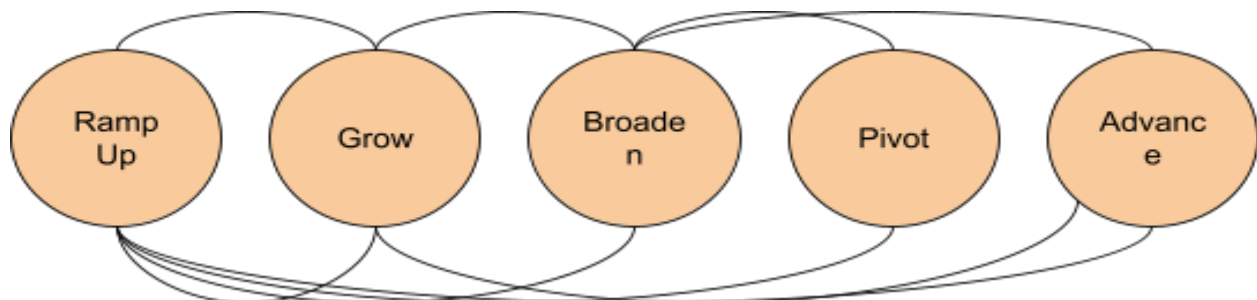
- **Ramp Up** - Onboarding, learning how to succeed in a new position.
- **Grow** - Gaining deeper knowledge within core area, perfecting skills, accelerating your pace, understanding the "why" not just the "what"
- **Broaden** - Expanding areas of expertise. Frontend developer -> Full Stack or adding on DevOps knowledge. Building on AWS skills to learn Azure.
- **Pivot** - Changing roles, changing teams, or changing responsibilities.
- **Advance -** Promotion, gaining additional scope of responsibility.

We move in and between these phases throughout our careers. It is not linear. While some careers may go Ramp up -> Grow -> Broaden -> Advance, it can be just as common to see Grow -> Broaden -> Pivot (Career Change) or Broaden -> Ramp Up (Company change).

Looking Forward

Where do I want to be in 3 - 5 years?

Be as general or specific as you'd like. You can write about things like:
- *Title*
- *Type of work*
- *Your relationship with work*
- *How you feel at work*

Future Me

Building off your vision for 3-5 years from now, write down characteristics or facts about yourself today vs. in the future.

Current Me	Future Me
Example: Learning Backend	*Example: Subject matter expert in a few backend technologies*
Example: Informal mentor to teammates	*Example: Formally mentored several people in and out of the company*

To get to where I want to be in 3-5 years, what will I need to do by the end of 2023?

Consider things you will need to accomplish, change, learn, or improve to ge there.

What's the ONE Thing I can do to achieve my future goal, such that by doing it, everything else will be easier or unnecessary?

Source: [The One Thing](#)

Plan

Get as specific as you can and write down 3-5 goals for 2023. They should incorporate a combination of formal learning, hands-on experience, and exposure. Consider using the [SMART framework](#).

Goal 1: [List Goal]

Why?

Step / Sub-goal	Why? How does this help achieve the larger goal?	What's the deadline?	What support do you need to achieve this goal?

Goal 2: [List Goal]

Why?

Step / Sub-goal	Why? How does this help achieve the larger goal?	What's the deadline?	What **support** do you need to achieve this goal**?**

Goal 3: [List Goal]

Why?

Step / Sub-goal	Why? How does this help achieve the larger goal?	What's the deadline?	What **support** do you need to achieve this goal**?**

What's next?

Reflect on how you motivate yourself to achieve goals. When you've achieved personal goals in the past, what was your secret? How can you apply that to these goals?

How will you track your progress?

What will need to change day-to-day, week-to-week to achieve these goals?

What's a good cadence for checking in on your progress?

Further Resources

Books on Career Development
- [Designing Your Life](#)
- [The Career Manifesto](#)
- [The Manager's Path](#)
- [The One Thing](#)

Senior Engineer + Beyond
- [Staff Archetypes](#)
- [Operating at Staff](#)
- [10 traits of a good tech lead](#)

Tracking your progress
- [Brag document](#)
- [Documenting yourself](#)
- [Document yourself: a framework for career advancement](#)
- [Bullet journaling](#)

Habits/Priorities
- [Atomic Habits](#)
- [The First 20 hours - how to learn anything](#)
- [Important vs. Urgent](#)
- [20 Micro-Habits Of High-Impact Software Engineers](#)