

Self Assessment

Questions to Ask Yourself

1. Compared to other people with a similar LinkedIn profile, how are you most different?
2. Compared to others on the team, how are you most different?
3. Using the skills assessment tool, how do you rate your skills? What is your perspective on these ratings?

Assessment Card

Name	Current Role	Date
Performance Review (Summary of past X months)		
Areas of Strength (Knowledge, Hard Skills, Soft Skills)		
Areas for Development		

Team Evaluation

Questions to Ask Yourself

1. Where is there opportunity for the team to improve?

Team Scorecard

[[INSERT YOUR COPY OF THE SCORECARD HERE - [Copy from here](#)]]

Additional Team Evaluation Questions

Question	Answer
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In what ways are we currently underperforming?	
What other factors (internal and external) are blocking us from being successful?	
What are things we should start doing?	

How can you influence these gaps?

What excites you about these opportunities?

Reflection

Questions to Ask Yourself

1. Why do you do this work?
2. What brought you to this career?
3. What was a defining moment that made you realize this was something worth pursuing?
4. Do you still have the same motivations since you started your career?
5. Where do your motivations fit within yourself, company, and industry?

Motivations Card

Your Motivators			
Self <i>What internally motivates you?</i>	Team <i>What aspects of your team motivate you?</i>	Company <i>What about our company motivates you to stay & work harder?</i>	Industry <i>What excites you about the your industry and your role in it?</i>

Are you motivated by:	Priority Ranking (1-9) Only use a number once
Compensation	
Social Impact	
Personal Ambition/Achievement	
Challenges	
Being a Part of Something	
Influence	
Job Security	
Recognition	
Interest in Work	

Work Models

Think of and name someone you currently or have historically worked with, observed or been mentored/led by that you admire and wish to emulate.

Person	
Inspiration <i>Write a few sentences about why this person inspires you.</i>	
Values <i>What characteristics, strengths and values</i>	

do/did they demonstrate that you admire(d)?	
Competencies <i>What competencies and skills do/did they demonstrate through their work and relationships that you want to seek to master as well? Comp. Examples: one, two</i>	

Role Models

Think of and name three people, in general, you've been inspired by or admire.

Person <i>Who do you admire?</i>	Values <i>What 3 values do they each have?</i>

Meaningful Work

Try to think about 2-3 stand out experiences across the time period since we last met:

Role <i>What role did you play? Were you working alone or with others? Describe the team and setting.</i>	
Why <i>Why do these experiences stand out for you? What did you learn and/or accomplish as a part of them?</i>	
Competencies <i>What specifically did you enjoy as a part of these experiences? Why? What people, tools and teams were a part of these experiences?</i>	

Possible Paths

Questions to Ask Yourself

1. What brought you to {Company}?
2. What are job trends that you're seeing in our industry?
3. What type of workplace environment are you looking for?
4. What type of education paths exist?
5. Which roles align with your strengths?
6. Which roles align best with your motivations and interests?
7. Where do you see yourself in {Company}?
8. Where do you see yourself in the industry?
9. Where do you see yourself personally?
10. What do you want to do with your life?
11. Criteria for the next opportunity?

12. If you were a product what is your value proposition? Or what do you believe accounts for your success?

Design Path Spectrums

Where do you see yourself on these spectrums in the future? It doesn't mean you wouldn't want to do both but where would you prioritize.

Spectrum <i>Key aspects of career paths for a designer to choose</i>	Your Answer <i>Answer which side you skew towards and how far do you skew.</i>
Individual Contributor - perform the work that achieves results VS Manager - manage the people, process, and purpose of individuals	
User Experience - focus on the foundational structure of a person's journey VS User Interface - focus on what a person interacts with	
Service - focus on designing process to achieve goals VS Product - focus on designing utility to achieve goals VS Communication - focus on visual communication to achieve goals	
Researcher - understand problems and evaluate solutions to share learnings VS Designer - understand problems to recommend solutions	
Generalist - broader coverage of skills covered above (ie. Product Designer) VS Specialist - deep focus on a specific (ex. Illustrator)	

Thought Leadership

What do you see yourself becoming a master in that you can coach others (coaching range from 1:1 to public speaking to blog writing)? What sub-topics in Design really interest you? This can change but would like your perspective now.

Rank	Thought Leadership Topic <i>Examples: design tools, design thinking, automated research, behavioral science, AI design, facilitation, motion design</i>
1st Pick	
2nd Pick	
3rd Pick	

Future Vision

Questions to Ask Yourself

1. Imagine your career in 3-5 years write down your top three career-related goals.

2. What do you want to be doing?
3. Where do you want to be?
4. What are the skills you want to grow?
5. To whom do you want to be connected?
6. What new experiences do you want to have?
7. What steps do you need to take?
8. What does success look like?
9. What resources might you need?
10. Who could help?
11. What existing skills could you leverage?
12. Are there any smaller steps that could be taken now?
13. Are there any obstacles you'll need to address?

Vision Card

	1 Year	3 Years	5 Years
Role/Level			
Hard Skills			
Soft Skills			
Expected Achievements			

[Role & Level Reference](#)

Future Vision

Personal Mission <i>What is your current career goal that you'd like to accomplish in the next 3-5 years?</i>
Mission Achieved <i>What does it look like for your mission to be achieved? What kind of team are you working with? What kind of work are you doing? (Be as specific as possible) What indicates success in the kind of role you envision? Also, consider knowledge/skills gained, outcomes, recognition, team, product, etc...</i>
Time to Achieve <i>What is your estimate of how long it'll take to achieve a bulk of the vision described above?</i>
Getting Started <i>What experiences do you want more of in the next 6-12 months? What skills do you want to learn, improve or master? What competencies do you want to focus on further developing? What roles, teams or people do you want to aim to work with?</i>

Your Plan (tour of duty)

Outline of Mission Phases	Duration	Due Date
Phase: Expected Outcome: Business Alignment: Why It's Important:		
Specific task		
Specific task		
Specific task		
Specific task		
Phase: Expected Outcome: Business Alignment: Why It's Important:		