

Career Discussion Questions

A. Where Am I Today? *(Current Situation)*

Reflect on your current career situation, strengths, and areas for growth. Establishing a baseline of your current career status will enable you to gauge your progress when you reflect on it in the future.

1. What aspects of your current role do you find most fulfilling and enjoyable? Why?
 2. What keeps you engaged at work? Why?
 3. What aspects of your current role do you enjoy the least? Why?
 4. What skills and expertise have you developed during your time in your current role? How did you develop those skills?
 5. In what areas would you like to improve? Why?
 6. What roadblocks or obstacles have you encountered that might be preventing you from moving forward or developing yourself?
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B. Where Do I Want to Be? *(What Success Looks Like For Me)*

Envision your future career aspirations and set clear goals for your development. It's okay if you don't know how to respond to some of these questions, and it's okay if you're happy where you're at. Your manager can help you figure out paths to help you continuously learn in your role.

7. How do you define growth and/or success in your career, both in terms of personal satisfaction and professional achievements? (e.g., job title, salary, continuous learning, flexibility at work, challenging and meaningful work, job stability, etc.)
 8. Generally speaking, what are your career goals (short, mid, and long-term)?
 9. What is your ideal job (inside or outside your current company)? What does your ideal job involve you doing?
 10. What specific role do you envision yourself holding in the future? What draws you to it?
 11. What potential barriers do you anticipate in pursuing your desired career path?
 12. Do you feel you are headed in the right direction in progressing toward your ideal role? Why or why not?
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C. How Do I Get There? (Skill Development Roadmap)

Plan strategies and actions you can take to bridge the gap between your current situation and future career goals. This section may require your manager's input and guidance.

13. What are the skills you currently possess that will help you achieve your career goals? Why are these skills essential?
 14. What new skills or competencies do you need to acquire or enhance to get you closer to your career goals? Why do you feel these skills are important?
 15. What experiences, cross-functional collaborations, or special projects can you partake in to broaden your skills?
 16. What are the online courses, webinars, workshops, training, or certifications that could enhance your skill set?
 17. What short-term, stepping-stone goals can you set to make progress toward your long-term career aspirations?
 18. What adjustments might you need to make in your current responsibilities to accommodate your growth efforts?
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D. Who Can Help Me Get There? (Sounding Board)

Think about the people who have your back as you navigate your career path. Whether it's a trusted advisor, a close friend, a mentor, a partner, or someone who genuinely believes in you, these folks in your Sounding Board can make a world of difference in your journey. These people can be inside or outside your current company. Having a few key supporters by your side isn't just about achieving your goals; it's like having your own cheerleading squad that keeps you motivated and accountable.

19. Which individuals at your current company can provide you with guidance, mentorship or training to help you achieve your career goals? For what specific reason did you identify these people?
20. Which individuals outside of your current company do you admire and would like to learn from? For what specific reason did you identify these people?
21. What are the networking events, conferences, or professional associations you could join to broaden your industry connections? How else can you actively engage with industry peers and experts to expand your network?
22. Who are the 2-3 people you can invite to be part of your "Sounding Board"?
23. What kind of support, assistance, or collaboration do you need from your manager, colleagues, or members of your "Sounding Board" to facilitate your progress toward your objectives?
24. How will you start, maintain, and nurture the relationships you build to ensure they remain mutually beneficial over time?