

Growth Opportunities Audit

How well is your company set up to help employees learn and grow?
Distribute the following survey to all employees to find out your biggest strengths and gaps.

Ask employees to rate each statement on a scale of 1-5 (1 = strongly disagree, 5 = strongly agree).

1. I believe there are good career opportunities for me at COMPANY.
2. COMPANY is a great company for me to make a contribution to my development.
3. I believe COMPANY invests in my development.
4. When new growth opportunities pop up at COMPANY, I am aware of them.
5. I understand how promotions and job changes work at COMPANY.
6. I understand how compensation works at COMPANY.
7. COMPANY has communicated what career growth looks like here.
8. I understand my team's priorities.
9. I am aware of other teams' priorities.
10. I know what growth and development resources exist at COMPANY (e.g., workshops, tools, templates).
11. I have used the growth and development resources COMPANY provides (e.g., workshops, tools, templates).
12. I feel I can carve out time for my own learning and development.
13. I have career growth role models at COMPANY.
14. My manager regularly gives me feedback on my development.
15. My manager regularly talks to me about my growth.
16. My manager and I hold regularly scheduled 1-1s.
17. I know my personal growth priorities and aspirations.
18. I am aware of my own strengths and areas for development.
19. When I want a certain growth opportunity, I know how to ask for it.
20. I understand my market worth (i.e., how my skills and experiences translate to compensation and employability).
21. I set and track my own growth and development goals.
22. I regularly carve out time to focus on my development.

Open questions:

23. Define what career growth means to you.
24. What is one thing that would make your experience at COMPANY and even better growth and development opportunity?
25. What is one thing you recommend people should do to grow their own careers?

Acting on your results: Assess responses based on role, level, tenure, and manager to identify which employees need the most support. Learn from what's working well and bring these benefits to others across the organization. Determine what type of gap you have to choose your intervention (e.g., org-level, manager-level, individual-level). Need help? Read out to LifeLabs Learning.



About LifeLabs Learning:

LifeLabs Learning is the go-to leadership skills accelerator for 1,000+ innovative companies. We offer short, fun, science-based workshops that help you master life's most useful skills.

To learn more, email hello@lifelabslearning.com or visit [LifeLabsLearning.com](https://lifelabslearning.com)