

Resource for Development Activity #5 (Continued)

PAVE YOUR PATH TO SENIOR LEADERSHIP

Career Conversation Topics and Guiding Questions

Instructions: To pave your path to senior leadership, your direct manager must have a good understanding of your career aspirations and progress to date. He or she also needs to understand your level of commitment to achieving your goals. You can facilitate his or her understanding of your future ambitions by engaging in honest and meaningful dialogue. Use the list of questions below to help you prepare for such career conversations with your direct manager and/or to guide your dialogue with him or her.

Topic Focus #1: Career Objectives

- What are your career objectives?
- Is your current role helping you achieve your objectives?
- What is the next position you hope to fill in the organization?
- What is the ultimate position you hope to fill in the organization?

Topic Focus #2: Progress Toward Career Goals

- What are the actions you have undertaken to achieve your career objectives?
- How do you feel about your progress toward these objectives?
- What are some of the things that might be holding your progress back?
- What do you feel is your competitive advantage compared to your peers?

Topic Focus #3: Commitment Toward Career Goals

- Are you willing to move to a different part of the organization, country, or different part of the world to meet your career objectives?
- What are those things you are willing to be flexible about and what are nonnegotiable?
- Do you want to be (or continue to be) considered for senior leadership positions?

Source: Ingersoll-Rand Company Limited; Learning and Development Roundtable research.