

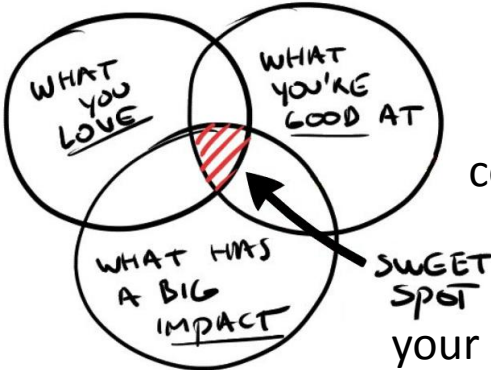
EMPLOYEE ENGAGEMENT
CAREER DEVELOPMENT
PLAN (CDP)

From our recent employee engagement survey, 75% of the disengaged participants felt like they had no career mission or vision. This HACK will provide some perspectives on developing a professional roadmap.

Your SWEET Spot

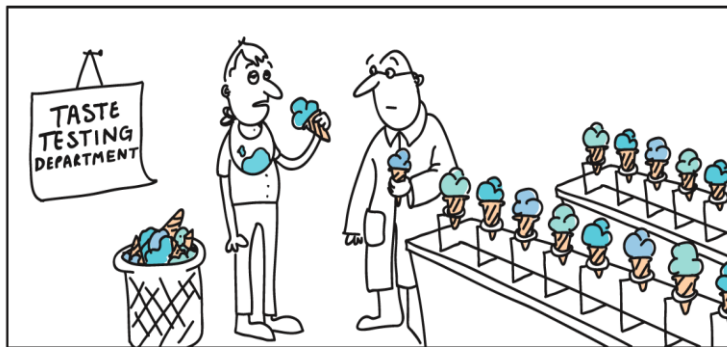
What do you LOVE? What are you GOOD at? What would make a big IMPACT?...are all questions that align to your SWEET SPOT and the first

step to a successful “CDP” is to connect these answers and determine your SWEET SPOT.



Your SWEET Spot continued

Just because you really love something or have a passion for it, does not mean that it should be your career. Take Jim for example...



By the fifth year, Jim really regretted following his childhood passion for ice cream...

Describe elements of your current role that you're really good at. These are your talents, skills, expertise and competencies. Also list out interests that you have a passion in; activities or projects you love or are enthusiast about. Then work with your supervisor or mentor to identify the departmental or corporate initiatives that are the most important or have the largest impact.

Personal & Career Values

Achievement, Income, Health, Independence, Social Connections, Religion, and Pleasure are some examples of **PERSONAL & CAREER VALUES** that could be very important to you and are keys to satisfying your personal and work needs. List out 6 – 8 values that are important to you, then reduce the list to the top 3 values you consider the “most important”. For each one, answer the following:

- 1 What do you personally want or need from each value?
- 2 Describe what your company or job offers related to the value?

From this exercise, think of what you could do to accentuate your values, therefore achieving what you want.

Write out your ideas of potential goals you could form that will assist in addressing your needs.

Career Constraints

In addition to determining your career and personal values, you should identify your individual career constraints. Career constraints are factors that may **INFLUENCE YOUR CAREER DEVELOPMENT**. Some common constraints; Certifications, Experience, Educational Level, Family Obligations, Technical or Leadership Skills, or Travel Restrictions.



Once you have identified an item as a constraint, work with your supervisor mentor or coach to identify ways to **1** eliminate or reduce the constraint or **2** work within the constraint.

Core Competencies

Core competencies are the resources and capabilities that comprise the strategic makeup of a business. They **DIFFERENTIATE AN ORGANIZATION FROM ITS COMPETITION** and create a competitive advantage in the marketplace. How well does your performance align to your company's core competencies? List out your company's critical competencies needed for success in your job and if you have an opportunity to increase your performance, document how you will close the gap.

Competency	How will you close the gap?
Innovation of Leading Edge Products or Services	I will identify a new technology in the industry and leverage its benefits to my department.
Influential Leadership	I will partner with my peers to identify an opportunity in our department and submit a project proposal to my manager to address the challenges.

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Your Next Opportunity

Do you have an idea of what your next job or role looks like? **①** Are you looking for more development in your current job? **②** Maybe expansion of your current role? **③** Would you like for an entirely new experience? These are all questions that you will need to ask yourself before formalizing your CDP. Please consider your responses to the first 5 hacks as they will assist in choosing the most appropriate answer.

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Share with your Supervisor

A supervisor who knows your career goals can provide input on your plan & give you projects that will help you achieve your vision. After all, they are successful when their direct reports are, and they share the same pursuit.

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Execution

Now that you have a well defined CDP that is supported by your supervisor, it will be **YOUR RESPONSIBILITY** to deliver upon the goals. Remember that theses goals are tied to the things that you love most, your core values, the company's needs and even the restrictions you may have, so completing them is essential to your overall growth & development.

Hack**End**

Conclusion

This **HACK** has provided several perspectives on how you can develop a vision for your career. We've wrapped up all of the these steps into one comprehensive worksheet that can be found on our website [CDP Worksheet](#). Now get to work and go Re.engineer your career!