

Career Development



Building Blocks for Building Growth

If career development feels daunting to you, join the club. It can be overwhelming to try to find time, make decisions, and take actions in service of something as broad and amorphous as one's career. But what if you could divide it up into smaller areas of focus, like building blocks, and develop what's important to you and possible in your current role? You can!

There are eight distinct elements or building blocks that contribute to your overall career development. This self-assessment helps you determine which might be most important to you now. Respond to each item below by marking the number that corresponds to its level of importance. Then turn to "What It Means" to total your scores and discover the building blocks for your most important areas of development.

Developmental Building Blocks: Your Self-Assessment

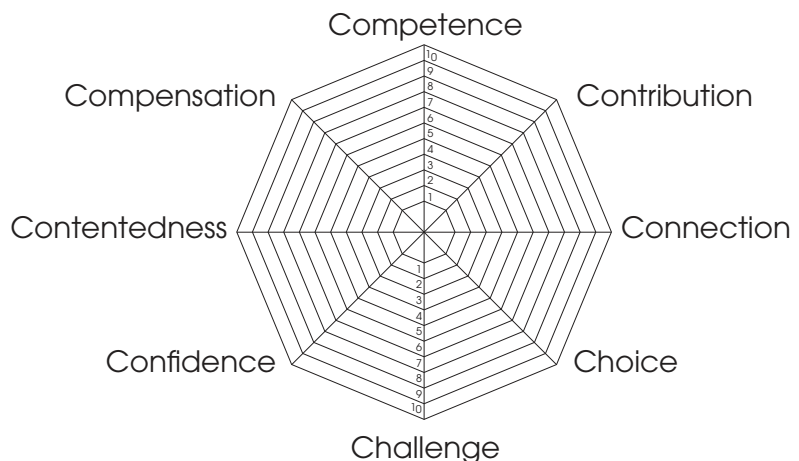
HOW IMPORTANT IS IT FOR YOU TO...	NOT AT ALL IMPORTANT	1	2	3	4	5	VITALLY IMPORTANT
1 Learn as much as possible?	1	2	3	4	5		
2 Make significant contributions?	1	2	3	4	5		
3 Cultivate relationships with others?	1	2	3	4	5		
4 Exercise control over your work?	1	2	3	4	5		
5 Stretch beyond your comfort zone?	1	2	3	4	5		
6 Build a sense of confidence in your abilities?	1	2	3	4	5		
7 Enjoy your work?	1	2	3	4	5		
8 Maximize your earnings?	1	2	3	4	5		
9 Build specific skills or expertise?	1	2	3	4	5		
10 Become a trusted resource to others?	1	2	3	4	5		
11 Build your network of resources?	1	2	3	4	5		
12 Have more flexibility?	1	2	3	4	5		
13 Explore new and challenging experiences?	1	2	3	4	5		
14 Experience a sense of ease and effectiveness in your work?	1	2	3	4	5		
15 Feel satisfied and fulfilled with your work?	1	2	3	4	5		
16 Optimize cash and non-cash benefits?	1	2	3	4	5		

Developmental Elements: What It Means

Add up your scores as indicated below to arrive at a total for each building block. Then map each total to the appropriate axis on the spider graph. Consider your most important building blocks and plan next steps by answering the questions that follow.

Building Blocks	Definition	Calculation	Total
Competence	Building critical capabilities, skills, and expertise	Item 1 + Item 9	
Contribution	Becoming a real 'difference maker'—an A-player and go-to resource	Item 2 + Item 10	
Connection	Cultivating relationships and deepening one's network	Item 3 + Item 11	
Choice	Enhancing the control and autonomy one can exercise—both within and outside of the workplace	Item 4 + Item 12	
Challenge	Stretching beyond what's known and dipping into the discomfort zone	Item 5 + Item 13	
Confidence	Performing in ways that confirm effectiveness and grow the internal sense of certainty	Item 6 + Item 14	
Contentedness	Experiencing satisfaction, fulfillment, and joy within the context of work	Item 7 + Item 15	
Compensation	Optimizing the financial rewards associated with the contributions made	Item 8 + Item 16	

Points farther out on your spider graph indicate your current development priorities. Consider exploring how you might work toward growth in that particular area. Focus on just one or two building blocks at a time. This incremental, more doable approach allows you to develop your career a little bit every day, in every role you assume. Put the building blocks together over time and you'll enjoy a rich, rewarding, and well-developed career.



Which building blocks are most important to you right now?

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Which building blocks are possible to develop in your current role?

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What steps will you take to develop your career, one or two blocks at a time?

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