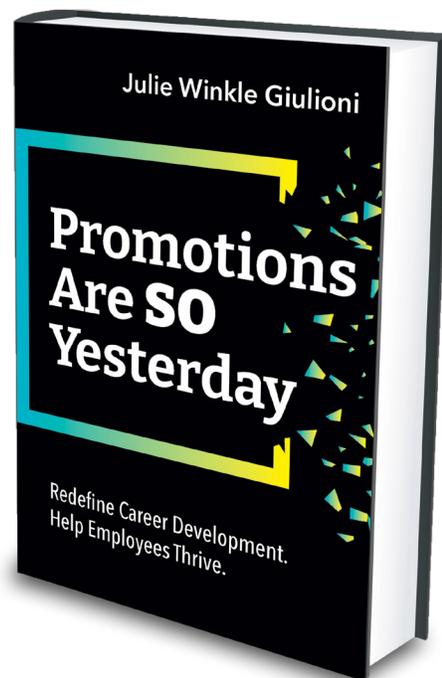


Promotions Are SO Yesterday

Expanded Discussion Guide



**INSPIRE A NEW CONVERSATION
AROUND CAREER DEVELOPMENT**

With its focus on contemporary workplace themes and strategies managers can use to develop every employee, *Promotions Are So Yesterday* is ideal for your book club or informal conversation. Use these prompts to start the conversation – but, given the topic, be ready for the dialogue to go in a variety of different directions and for the group to enjoy a rich learning experience.



Discussion Questions

1. What's your reaction to the title? What does it mean to you? What title would you give this book?
2. How has defining career development in terms of promotions, positions or role affected your satisfaction or engagement at work?
3. How is the limited focus on promotions and climbing the corporate ladder affecting engagement and growth in your organization?
4. What does 'career' mean to you?
5. How has your concept of 'career' shifted or changed over the course of your working life?
6. Which of the eight development dimensions or Cs is most and least interesting to you now? Why might that be?



7. For your most interesting development dimension, what was the best advice you took from the relevant chapter?
8. Which of the development dimensions or Cs might be most interesting to employees in your organization?
9. Which of the development dimensions are easiest to act upon in your organization? Which might be more challenging to facilitate?
10. What piece of advice from the book might be most helpful in addressing the career development challenges that you face? How might you put that advice into practice?
11. If you've discussed the concepts from the book with employees, how did they respond? If you haven't discussed it, how do you anticipate they might respond?
12. What steps can you take to help employees expand their definitions of career development and adopt a multidimensional career mindset?

Notes

Your Multidimensional Career: A Self-Assessment

Would you like help introducing your employees to this new multidimensional career framework? Invite them to complete the [complimentary online assessment](#). In less than 15 minutes, they'll be oriented to the eight development dimensions and learn about those that interest them most. Their personalized feedback reports will explain that "promotions are so yesterday" and build the case for a more expansive definition of career development. The report will also offer reflection questions to prepare employees for a thoughtful career conversation with you.



Multidimensional Career Workshops and Training

Would you like the managers and employees in your organization to embrace the multidimensional career framework and use it as a tool for enhancing development, engagement, retention, and business results? Learn more about the live and virtual [learning options](#) that are available to meet your organization's unique needs.



Career Development Today: What People Really Want

Are you interested in learning more about the research behind the multidimensional career framework? Read a [summary report](#) that offers highlights of the findings as well as information about the methodology and approach.



Julie would love to hear how your book discussion went and maybe even join your event virtually (schedules permitting).

For more information, connect with Julie Winkle Giulioni
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