

Who's Driving YOUR CAREER DEVELOPMENT

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Career development is
a journey. But who's in
the driver's seat?
Take this self-
assessment to learn
more about your own
mindset and approach to
development.

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When responding, consider your responses as they relate to career development. On a scale of 'Strongly Disagree' to 'Strongly Agree', please rate your level of agreement with the following eight statements.

Your Results



Your Driver Score

See the next page for an explanation of what this score means.

So what extent do you agree?

| | STRONGLY DISAGREE | | | | STRONGLY AGREE |
|--|----------------------|---|---|---|-------------------|
| 1 I am genuinely interested in others, the business, and how things work. | 1 | 2 | 3 | 4 | 5 |
| 2 I can suspend judgment, skepticism, and pre-conceived notions. | 1 | 2 | 3 | 4 | 5 |
| 3 I believe there's no shame in admitting that I don't understand something. | 1 | 2 | 3 | 4 | 5 |
| 4 I enjoy learning new things. | 1 | 2 | 3 | 4 | 5 |
| 5 I have no problem asking for what I want. | 1 | 2 | 3 | 4 | 5 |
| 6 I am adept at developing and executing plans to make things happen. | 1 | 2 | 3 | 4 | 5 |
| 7 I identify and seek out helpful resources when I need support. | 1 | 2 | 3 | 4 | 5 |
| 8 I'm most comfortable taking action and seeing progress. | 1 | 2 | 3 | 4 | 5 |

You may find that you tend to favor the status quo over actively working toward your professional development. Consider what might be causing you to feel limited interest in learning or cultivating new experiences. Are you bored? Burned out? Now's the time to determine what's keeping you from jumping in the driving seat and navigating your career.

FEWER THAN

24



24-31

You're Along for the Ride

You may wait for others to initiate growth conversations and tend to be a passive consumer of development, responding to but rarely initiating action. Continuing to follow the lead of your manager or others in determining your learning priorities, planning your next steps, and seeking out opportunities will never allow you to take as much ownership as is necessary to ensure the growth you need and want.

You're Waiting on the Curb



32-40

You tend to set the pace and take the lead with your development. You likely have clarity about your goals and partner actively with your network to realize them. You don't wait for others to offer you opportunities; rather, you proactively seek out the feedback and experiences you need to grow. Your curiosity leads you to learn.

You're in the Driver's Seat



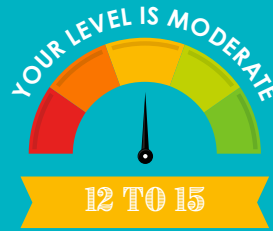


Take the Wheel Understanding What Drives Development

Whether you're on the curb, along for the ride, or in the driver's seat is determined by many factors – some that are external and outside your control. Let's face it, the road to career development can be bumpy and given current workplace conditions, it might become even more challenging to navigate.

That's why it's important to firmly take the wheel in a strong driving position—using both *curiosity* and *initiative* to drive your development! The next page breaks down your previous responses to offer a snapshot of your current level of both.

What's Your LEVEL OF CURIOSITY?



What's Your LEVEL OF INITIATIVE?

YOUR CURIOSITY SCORE

YOUR INITIATIVE SCORE

Highly curious people like to learn, are energized by new knowledge and experiences, and are inquisitive about the work and world around them. Research shows the people who are curious at work make fewer errors, improve productivity, and boost their creativity by 34%. In this way, curiosity supports many elements of your professional development.

No matter what your level of curiosity is today, you can take it to the next level by:

- Resisting judgments, skepticism, and assumptions and instead focusing on possibilities.
- Asking questions and really listening to responses.
- Allowing time for wonder.
- Learning to see lack of knowledge as an opportunity to grow, not as something to hide.
- Challenging yourself to break out of longtime habits and changing up your routine.

People who demonstrate high levels of initiative are self-motivated, want to take charge, and are not afraid to ask for support and input when necessary. They know what they want and pursue it. If they're uncertain about their next development step, they actively work to figure it out. This characteristic helps them drive not only their professional development, but business results as well.

You can keep nurturing your initiative by:

- Spending the time necessary to clarify what you want and need out of a situation.
- Challenging yourself to take intelligent risks.
- Looking for ways to best leverage your time and talents toward advancing progress or results.
- Making sure not to confuse 'easy-going' with 'passive'.
- Considering the projects and roles that are important to you, and taking a more active role in instigating action rather than allowing things to play out naturally.

Take Action!

Curiosity and *initiative* converge to enable powerful, self-driven development.

Take a moment now (idle your engines for a moment) to refer to the ideas below to develop a plan to start driving your career. The choice is all yours...

Where do you want to go?

What do you want to do?

How do you want your own development journey to progress?

And to learn more about your individual motivations, check out this complementary [self-assessment](#) that will further expand your definition of career development and offer actionable strategies to accelerate your growth.

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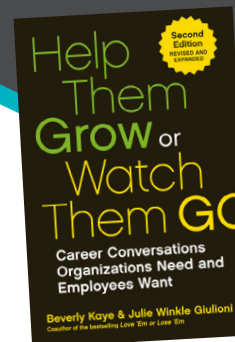


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DRIVE YOUR OWN

Career Development

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