
Doing some 'benchmarking' of where you are in your career is an important part of taking ownership of your career development. It helps you to take a temperature gauge of where things sit currently, provides opportunity to think about your overall level of satisfaction, reflect on the supports you have in place, and to consider about what might be next in your career.

This information will help to better inform and provide context for conversations about your career you may have with your manager, mentors, and HR team within your organization.

If you haven't already, you will want to spend some time reading and reflecting on the Career Map on the mycareer website which is most relevant to your current role. This will be a helpful tool in helping you to benchmark your career appropriately.

Getting Started.

The following questions provide an opportunity for reflection. Take time to answer each one. These questions might also serve as a starting point for a conversation with a trusted colleague/friend, mentor, or your manager about your career, goals, and next steps.

If you are stuck or unsure about how to answer, there are other assessment tools and resources on the mycareer website that you may find helpful (e.g. Skills and Competencies assessment, assessments of your Values and Career Motivators, Tip Sheets, etc.).

Which phase of your career are you in based on the Career Maps on the mycareer website? How do you see yourself in your current role (e.g. feeling generally good about your career, looking for opportunities for continued development, ready for your next challenge, etc.)

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What drew you to this role/opportunity? Do the things that appealed to you initially ring true today? Why or why not?

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What do you like most about your current role? What do you like the least? Can you influence or change this? How so?

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Where are you at in your learning and development?

What would you say are the key things you have learned about yourself while working in this role?

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What knowledge and information would you say is most important in your role?
How did you acquire this knowledge?

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Are there still things you need to learn in your role? How might you go about learning them?

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Which skills/competencies do you use the most frequently in your work?

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What skills/competencies do you think are most important for someone in your role?

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How do you demonstrate these skills/competencies?

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Are there skills/competencies that you have and you wish you used more in your current work? If yes, what are they? Can you see any opportunities for you to demonstrate and/or apply them in your current role?

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How satisfied are you in your work?

Are you excited and motivated by your work? Why or why not?

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On a scale of 1 to 5 (1 - Not all Satisfied and 5 being Very Satisfied), how satisfied are you in your work?
What factors (e.g. team, tasks, customers, manager, etc.) influenced your rating?

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Do you demonstrate initiative? How?

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What do you have in place to support you in your work and career?

Do you get feedback/coaching from your manager? How? Does this feedback come frequently enough for you?
Why or why not?

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Who do you seek advice/counsel from when you have a problem or do not have the information you need to carry out your work?

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Outside of work, who do you turn to for support and guidance with respect to your career? Who is your greatest 'career cheerleader'?

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Take stock of your accomplishments and consider your next steps...

What have been some of your key accomplishments in your work? How do you know you have been successful?

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Are you ready for your next opportunity? How do you know?

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Have you had a conversation with your manager about your career and goals going forward?
Has there been any follow-up?

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What are your next steps? Career goals?

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