

# User Guide: Career Conversation Guides

CEB Corporate Leadership Council®

## Introduction

Our research shows that career partnerships can increase employees' career satisfaction and thereby reduce the likelihood of internal skills shortages by up to 30%, as well as increase employees' intent to stay by up to 11%. Effective career conversations are a key aspect of successful career partnerships; managers and, in turn, the organization learn what employees aspire to, and employees gain an understanding of what they can achieve and what the organization needs.

These conversation guides are based on our newest insights on career development, and they emphasize the importance of openly discussing an employee's employability and aligning employee aspirations with capability needs.



**Career partnerships** align employee interests with organizational capability needs by creating transparency into experiences that build necessary skills, motivating employees to pursue career growth, building awareness of internal opportunities, and improving talent sharing via talent brokerage.



**Employability** is an employee's capabilities, skills, knowledge, experiences, achievements, and personal attributes that make him or her more valuable internally and externally and, therefore, more likely to achieve career success. Our research shows that employability, even more than title progression, improves employees' career satisfaction.

## Purpose

These conversation guides are designed to be used by managers and employees before, during, and after career conversations.

### Before the Career Conversation

- **Understanding the Career Partnership:** This guide helps employees and managers understand their roles in career management.
- **Timing Career Conversations:** This manager guide is based on data-driven insights to help them time career conversations.
- **Preparing for Career Conversations:** These conversation guides help employees and managers prepare for a career conversation, based on different scenarios.

### During the Career Conversation

- **Having Career Conversations:** These conversation guides help employees and managers structure a career conversation based on different scenarios.

### After the Career Conversation

- **Building Your Personal Brand:** These sets of guides help employees build their personal brand by encouraging self-awareness of strengths and interests and teaching employees how to communicate the value they contribute.

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## Instructions

HR business partners should share appropriate guides with managers and employees or use the questions therein to update existing career guides. Employees and managers can use the questions below to identify which set of guides best applies to their situation.

### Questions for Employees to Select the Right Guides



- Are you worried about your career options within or outside of the organization?
- Are you looking for advice to identify a new career challenge?
- Do you know what you want to do but need help in getting there?

Career Aspiration Conversation Guides



- Are you satisfied with where you currently are in your career?
- Do you want to make sure that you and your manager are on the same page regarding your career progression?
- Would you like some advice on next steps to take?

Career Check-Up Conversation Guides



- Do you feel that you were overlooked for a promotion?
- Do you feel that you missed out on a raise?
- Do you think that there aren't many career opportunities for you in your current organization?

Difficult Career Conversation Guides

### Questions for Managers to Select the Right Guides



- Does the employee seem curious about different career options, within or outside the organization?



- Does the employee seem satisfied with his or her current position and speed of career progression?



- Is the employee upset over a missed promotion?
- Has the employee expressed

# Career Guide To Industries 2000 01

**Louis J. Casarett, John Doull**



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