



## CAREER CONVERSATIONS

*Growing Leaders Resource – Develops Staff and Prospective Leaders*

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“We’ve got to start doing Career Conversations with a more structured, intentional approach. We have to understand the past and the future in order to know what to do in the present, what to do right now.”

– Kim Scott, Author of *Radical Candor*

**WHAT:** An annual conversation to listen and explore how a staff’s current thinking and motivations influence their long-term career aspirations.

**WHY:** A recent Gallup poll within the USA showed that 51% of employees are *actively* looking for a new job. 35% report having changed jobs within the last 3 years, and 91% of those *left* their employer. Development of staff includes both equipping them for the immediate work and developing them for the careers and dreams they have for the future. In contrast to self-defeating tendencies, deprioritization, and flawed thinking, staff will instead be helped by having structured and consistent ways of dreaming about the future.

Because staff are thinking about next steps, career, and development, a manager’s active engagement in these areas will increase awareness of what staff are thinking and decrease surprise when they are considering other options beyond their current role inside or outside InterVarsity. A career conversation gives you an opportunity to listen and hear about their hopes and dreams and allows us to contribute to the decision-making as a trusted advisor in the process.

**WHEN:** Any time during the second half of the year as you begin to form development plans for the next year. Schedule a separate time/day from the supervisee’s performance review.

### HOW TO PREPARE

#### Invite your supervisee to:

1. Pray and identify their own hopes and dreams. Invite God to speak into their future.
2. Use the Career Reflection Venn (see below) to reflect on their values/passions, strengths, and context.

#### As the manager:

1. Pray for discernment and wisdom prior to the conversation.
2. Identify where you might have personal biases or anxiety about staff resources. How do you need to prepare so that you can enter the conversation as a deep listener and encourager of the development and calling that God has for them in this season?
3. Use the Career Reflection Venn to especially identify ways in which you can act as a sponsor to connect your supervisee to resources or possible opportunities.

### HOW TO LEAD THE CONVERSATION

1. Invite the staff to share their vision and passions about their future. Create a positive space through active listening and encouragement.
2. Reflect back to them what you heard and offer insight about their strengths and values.
3. Ask questions about role interest or options they are considering.
4. Share opportunities and resources, you are aware of at this time.
5. Discuss ways in which their development goals can align with their future career aspirations.

## DESIRED OUTCOME

The supervisee will...

### KNOW

- That you are aware of their career aspirations and committed to their development
- More clearly what their driving motivations are and the opportunities they can consider both inside and outside the organization

### BE

- A steward of their own development and career trajectory
- Freely honest and transparent about their hopes and dreams for the future

### DO

- To reflect and gain better clarity about their values and strengths
- To be co-creator with their supervisor of how their day-to-day work aligns with their career aspirations for the future.

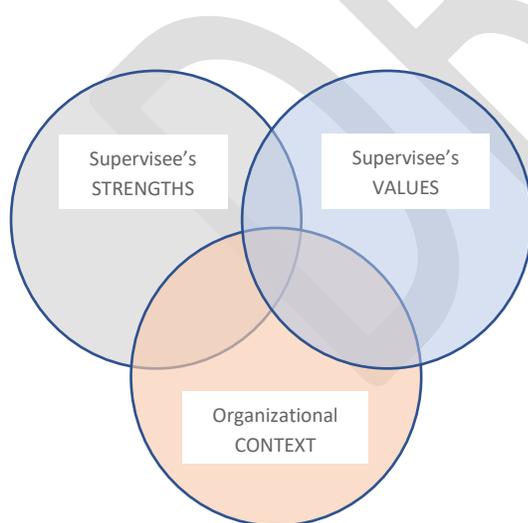
## TOOLS/RESOURCES

### CHECK WORKDAY!

- Their indicated job interest(s)
- Their indicated career interest(s)

*“Without counsel, plans go wrong, but with many advisers they succeed.” - Proverbs 15:22*

Career Reflection Venn



Sample Questions to Explore

### VALUES AND PASSIONS

- If you had a magic wand, and money was no object, what work would you love to do?
- What would you like to learn more about?

### STRENGTHS

- What natural talents have you noticed and appreciated about yourself?
- When do you feel most alive in your current role?
- What skills are you most interested in developing?

### CONTEXT

- Where would you like to see yourself in 3 years? 5 years?
- What positions in your region or department interest you?
- Are there positions open outside your area/region or office that you would be interested in?