



# ••• Career Conversations

Talking to your employees about what's now... what's next...and what if...in their careers.

Research consistently identifies career development support and opportunities as drivers of engagement and retention. However, "career" doesn't mean the same thing as it used to. The traditional quest for predictable promotions and rhythmic raises is giving way to different measurements. People are interested in crafting careers composed of meaningful experiences, interesting work, and work-life balance.

The good news is that this means there are more ways than ever to help employees find fulfillment and satisfaction in their jobs. The challenge is that the path to career growth is much less obvious now - and often much less linear.

In this fluid environment, employees need someone in their corner who understands their values, strengths, and interests. They need someone to ask the right questions - not provide all the answers - while sharing insights and honest feedback. They need someone who is connected to people and opportunities across the organization, and they need someone to help brainstorm new ways to develop and apply their talents.

**This is where managers come in!**



# Why Career Conversations Matter

Careers are no longer linear - they are a collection of experiences. This creates greater opportunity but also more uncertainty. Because of the increasingly ambiguous career path, employees want to talk to their managers about their careers more often, but managers are avoiding the conversations.

In Career Conversations, managers explore:

## 1. What Employees Want

- To do meaningful and interesting work
- To learn new things
- To develop their skills

## 2. What They Need From You

- Understand them (their values, strengths, interests, and goals)
- Provide perspective (on their reputation and the reality)
- Create connections (to opportunities and people)

## 3. How You Can Prepare to Talk to Them

- Conversation map
- Challenging scenarios

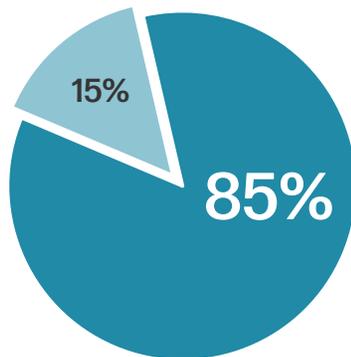


# About Career Conversations

Supporting career development is great in theory but difficult in practice. Some managers may even dread these conversations. In Career Conversations, we facilitate honest dialogue about what it is that employees want out of their careers, what is actually expected of managers in the career development process, and how managers can best prepare to talk about their team members' careers.

This 4-hour in-person or 2.5-hour virtual learning experience:

- Dispels common myths about employees' career needs
- Provides the insights and tools for managers to understand individual team members, provide perspective, and create connections - to both opportunities and people
- Helps managers create a team strategy for talking about career development
- Equips managers with a map for having a career conversation with at least one team member
- Provides insights and practice for handling common career-coaching challenges



of employees find nothing wrong with staying where they are as long as they can try new things or develop skills

For more information about Career Conversations, please visit [www.gpstrategies.com](http://www.gpstrategies.com)



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