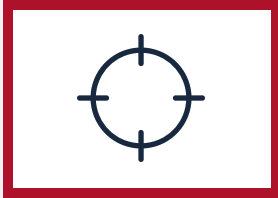


Colleague Career Conversations

Prepare for the Conversation: Prepare for the conversation by reflecting on your goals, achievements and areas for growth—this will help you feel confident and open to a discussion that supports your professional growth.



Explore your Path

- Review your current goals.
- Do your career goals align with your current projects?
- Are there skills or areas you want to develop to expand your career?



Keep an Open Mind

- Lateral moves can build the skills you need for bigger opportunities and create new opportunities for growth.
- Consider job shadowing to learn more about roles.

Open the Conversation: Start by discussing your career aspirations and what you hope to achieve, while demonstrating that you're open to exploring new ideas.



Express your Goals

- Talk about your interests, aspirations, and where you see yourself going.
- Consider how we align your career goals with internal opportunities that support your growth.



Discuss Key Questions

- How ready are you to make a career change?
- Where do you see yourself in one to three years?
- What would it take to get there?
- Is formal education required?



Establish Next Steps

- Connect this to your existing goals and set a time to follow up.
- What development opportunities were discussed, and how can you make the most of them?
- Consider any potential barriers that could impact your progress toward achieving your goals.
- Check out the [Career Development Hub](#) for resources that can support your career goals.