

CAREER TRANSITIONS

MANAGER AND SELF ASSESSMENT

Having meaningful conversations with employees about their careers is a significant challenge for many leaders. This short assessment gives you a tool you can use to structure these conversations and help employees understand how they can continue to develop and contribute to the organization.

To complete the Manager and Self Assessment, provide the employee with a copy of this document and keep a copy for yourself. For automatic scoring, complete the assessment by clicking on the answers below, then print the resulting document.

The career coaching conversation begins with both the manager and the employee presenting which level they have selected and discussing why. It is also helpful to jointly explore the employee's long-term career goals and options within the organization for development that will help them develop the skills required to meet those goals and/or to stay engaged and committed in their current role.

[Reset Form](#)

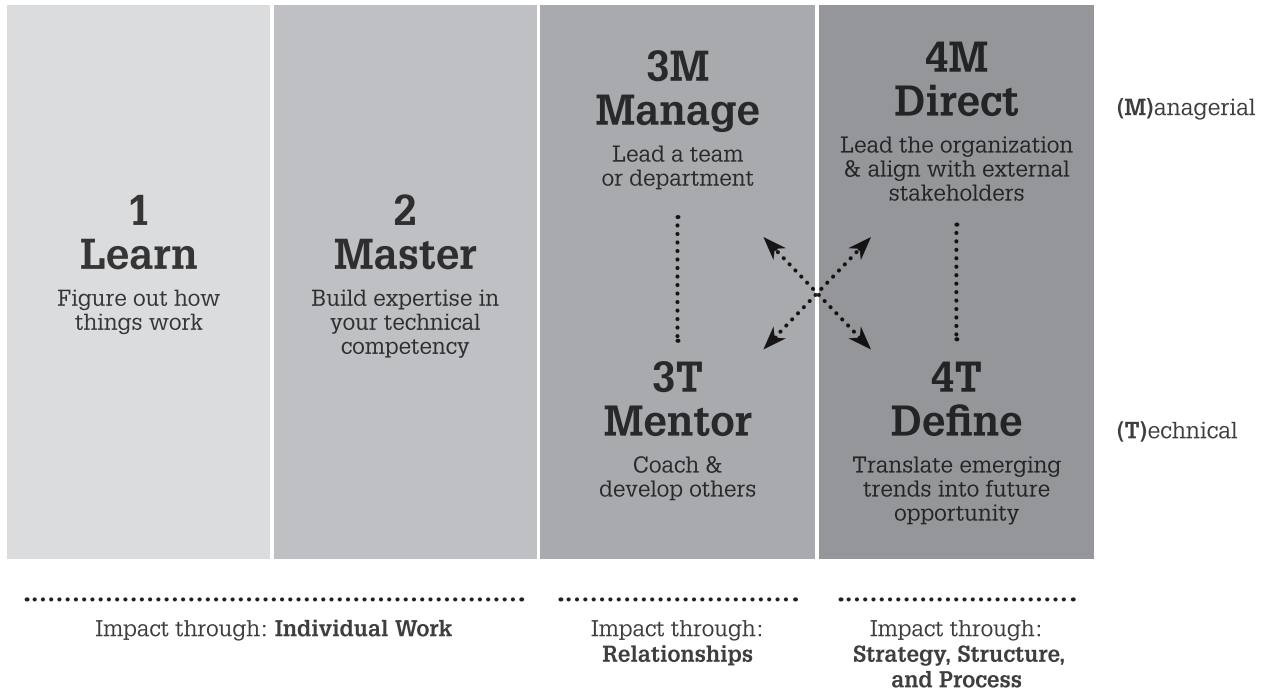
Career Transitions *Manager and Self Assessment*

Read through the following statements and choose the one that most closely matches how you work in your current role.

- 1 I ensure our organization has the resources, strategy, structure, and processes we need to be successful in meeting the expectations of our customers, investors, and the community we are a part of.
- 2 I leverage my relationships to embed best practices in my technical area throughout the organization.
- 3 I coordinate and direct the work of others to ensure my organization achieves its goals.
- 4 I have developed expertise that enables me to take responsibility for defined projects, clients, or processes with little supervision.
- 5 I ensure our strategy takes into consideration emerging technical trends and incorporates technical advances into our structures, systems, and processes.
- 6 I show initiative in contributing to important projects under the direct supervision of others.

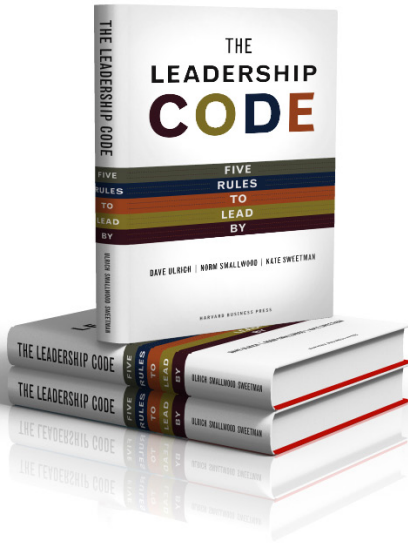
Your results

The RBL Group Career Transitions Model



Personal Development Ideas

For a detailed profile of each of the career stages please read chapter five in *The Leadership Code*.



Comprehensive Leadership Code Assessments & Workshops

For more comprehensive development assessments and workshops, consider the following:



Leadership Code 360 Assessment

A comprehensive leadership assessment that incorporates feedback from supervisors, direct reports, peers and others (such as customers).



Leadership Code Feedback Workshop

A one-day workshop that helps leaders make the most of the feedback they receive from the Leadership Code 360.



Career Success Workshop

A one- or two-day workshop that helps you understand and direct your career development from both a personal and organizational perspective.

For more information,
visit LeadershipCodeBook.com/tools
or call 1-866-373-4238