

HOW TO USE THE CAREER CONVERSATION MAP

This section will explain the different elements of the map, to help you navigate the conversation.

LEADERSHIP & TALENT DEVELOPMENT

This section provides a brief overview of our shared approach to developing leadership & talent across the State sector.

Development is not something that can be done “to” or “for” people. It’s up to you to work with your manager to:

- Participate in career and development conversations
- Take ownership of your learning, development and career

KEY CAREER QUESTIONS

Use these questions on **aspiration**, **ability** and **engagement** to help you reflect on where you are at in your career ‘right now’.

USE THE ELEMENTS OF THE MAP TO HELP YOU ESTABLISH YOUR CAREER DEVELOPMENT GOALS

The Career Conversation Map can help you to think about different aspects of your career. Each element represents a different aspect that you could develop to be successful – in your current job and/or any future roles you pursue. The emphasis depends on the type of role/career pathway you choose. People will develop and span multiple skillsets over the course of their career.

Who are you and what have you done in your career so far?

- **My talents and strengths** – what are you naturally good at and enjoy doing?
- **My previous experience** – what type of skills and experience have you gained through your career?

What is required to do a great job in your current role?

- **Doing a great job** – what job-specific capability do you need to demonstrate? This may include a mix of functional & technical skills, specialist skills, leadership skills, as well as any other core capabilities needed to do your job.

How can you grow as a leader?

- **Growing my potential** – these ‘potential’ capabilities which are required in all public service leadership roles. People who demonstrate strong potential in these areas are more likely to excel as a more senior leader, if provided with suitable development opportunities and experiences.
- **People management** – these ‘readiness’ capabilities can be developed in roles which lead people and teams. As you strengthen in these areas, you become more ready to increase your span of control.
- **Strategy and influence** – these ‘readiness’ capabilities can be developed with, or without people management responsibilities. As you strengthen in these areas, you become more ready to increase your scale of impact & level of challenge.

Leadership roles will require a unique combination of these 16 capability areas, in addition to any job-specific requirements. Each individual capability may be developed to different levels of complexity, as you advance your career.



CAREER CONVERSATION MAP

Use this tool to support career conversations, which are aligned to the Leadership Success Profile.

This Career Conversation Map is for people leaders and individuals.

Note: refer to back page for further information about how to use this tool



This work is licensed under a Creative Commons Attribution 4.0 International License.

To find out more about our work visit us at www.ssc.govt.nz

STATE SERVICES COMMISSION
Te Komihana O Ngā Tari Kāwanatanga



New Zealand Government



Career conversation map

Aligned to the Leadership Success Profile

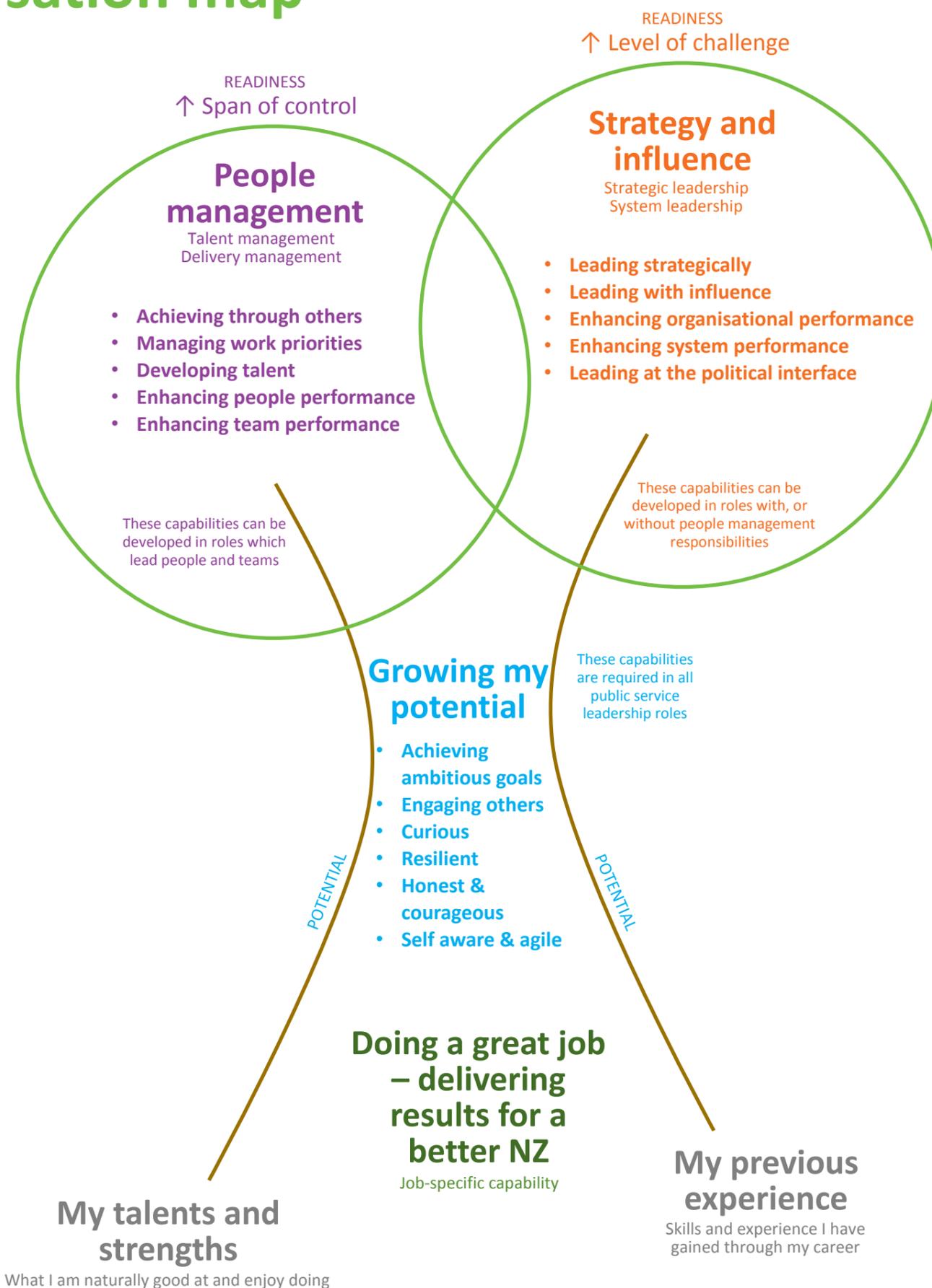
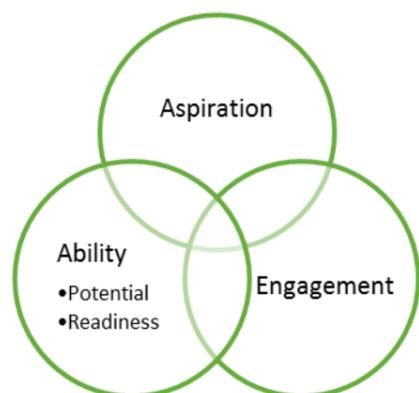
LEADERSHIP & TALENT DEVELOPMENT

Everyone has talent and potential. Here in the State sector, we want to give all people the opportunity to be successful – in their job and their career. We help our people to develop within organisations, across the State sector and beyond.

The right development focus will depend on where you are at in your career 'right now'. For some, this may be about helping you to perform well in your current role. For others, it may be about helping you progress to future opportunities – identifying what you've got potential for, and where you'll go next.

Every person should work with their manager to agree a development plan which helps them to build the capability & performance required for their current job.

Where people want to progress their career, this is based on a mix of aspiration, ability and engagement:



New Zealand Government

KEY CAREER QUESTIONS

Aspiration

- What do you hope to achieve in terms of your development over the coming year?
- Where do you see yourself in the short term and the longer term?
- Are you looking to deepen your experience in a particular area, broaden your experience or progress to a new opportunity?

Ability

- What are the capabilities you need to be effective in your current job / future job?
- Where are you strong? Where do you need to focus your development, in order to be successful?
- To what extent are you demonstrating ability beyond your immediate job requirements?
- How ready are you to take on more responsibility?

Engagement

- To what extent do you derive pride, enjoyment, inspiration or meaning from your current work?
- What energises and motivates you? Are you getting to do what you do best every day?
- How could this organisation and/or the wider State sector help you to advance your career?