

Build the Career Conversation Habit with a Question a Day

Start a new habit by asking employees you encounter a career development question each day. Pick up the phone or send the question via email. No matter how you do it, get the conversation going and keep it going for the next 30 days!



CareerSystemsIntl.com
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1	2	3	4	5	6	7
What are some of the most significant challenges our industry faces?	When was the last time five hours felt like five minutes at work? What were you doing?	What do you wish you had more time for?	What lateral move would widen your perspective?	What do you predict will be the "next big thing" in our field?	How is our organization changing to remain competitive?	What are you willing to invest to make a career goal happen?
8	9	10	11	12	13	14
What kinds of situations have triggered stress for you in the past?	What kind of work no longer holds your interest? Are you surprised by that?	What skills or capabilities have you not had the chance to demonstrate?	What's so embedded in your DNA that you just can't keep yourself from doing it?	What one skill would help you be twice as effective?	How are customers changing?	What do you want to achieve in the next six months?
15	16	17	18	19	20	21
What makes life worth living for you?	What effective moves are other orgs. in our industry making?	What could you be doing less of?	What lessons do you find yourself learning over and over again?	What will you need to do to keep your edge and pursue your career goals?	What are you most known for?	In what settings or conditions do you think you make the greatest contribution?
22	23	24	25	26	27	28
When have you been most challenged by changes in the organization?	What experiences might teach you what you'll need to be ready for future opportunities?	What is the most helpful feedback you've ever received? Why?	When push comes to shove, which gets your attention: work that's required or your own development?	When was the last time that you felt you went above and beyond at work?	What could you do today to prepare yourself for the future?	Which of your team skills are most valued by your colleagues?
29	30	Notes				
How are you leveraging career development resources?	What are you willing to invest to achieve your goals?					