

# Career Planning Principles

Here's some principles that we as a product leadership team think are important when it comes to thinking about career planning.

## PRINCIPLE #1

### Your career belongs to you

It's not a manager's responsibility to ensure every one of their direct reports has a successful career.

You own your own career. You drive your own career. Be intentional and proactive. Share what you want.

Your manager is here to help you grow, and career conversations help you and your manager align on your core motivators and career aspirations.

## PRINCIPLE #2

### Balance short- & long-term career aspirations

Short-term career goals tend to be focused on removing immediate sources of frustration or disengagement or specific / actionable steps related to performance.

Medium-term career goals center around the next role and plot a path to get there with tangible steps and milestones.

Long-term career goals (24 months +) tend to map to ultimate career goals and aspirations or bigger dreams.

Strike a balance across these timelines.

## PRINCIPLE #3

### Great career conversations are actionable, regular & meaningful

Avoid vague career goals. Instead focus on specific, actionable career goals with concrete milestones to track progress.

Avoid career “chats” with no structure. Great career conversations are meaningful and have some structure.

Career conversations aren't once a year discussions, or only tied to performance conversations – set up a regular cadence to check in

## **PRINCIPLE #4**

### **Everybody is different**

Everyone will want something different from these conversations or might be in a different state of mind when they think about the future.

There isn't a one size fits all to these conversations.