



# Career Retrospective Exercise

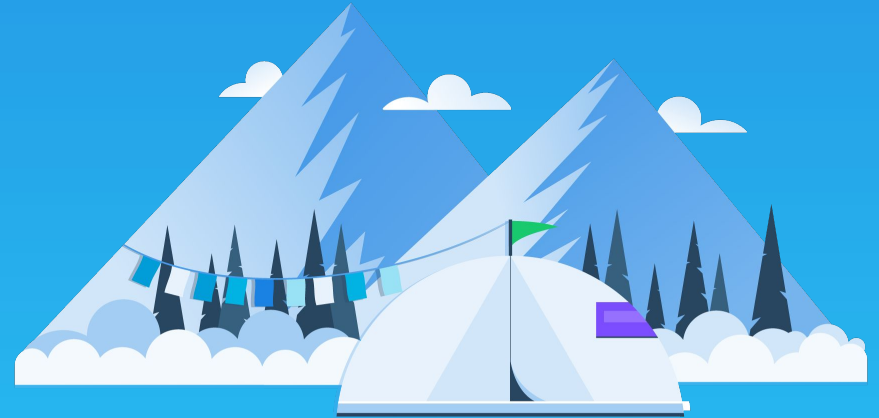
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# Purpose

If you don't know what you want to do next, don't worry you're not alone. It's been said that a picture is worth a thousand words. If so then capturing your career on paper with a timeline exercise may be worth millions.

It allows you to have a bird's eye view of your career, and to see the positive and negative shifts along the way on a single trajectory. **You can use this exercise to help you:**

1. Identify strengths
2. Explore a career transition
3. Identify new skills you want to develop in your existing role
4. Have a meaningful conversation with your manager to discuss and explore what the future could look like for you



# Part 1: Create your career timeline

1. Using the template on the slide 5 or blank piece of paper, map out all of your roles at each company you've worked for.
2. For each role, think about what aspects you liked and which aspects you didn't like so much.
3. Reflect on your skills, experiences, and challenges that accompanied each role.

**Extra Credit:** You can also map all major personal life events below your timeline. Sometimes capturing life events helps you understand why you made certain career moves.



Exercise Length: 60 mins

# Career Retrospective Timeline Template

Aspects that you loved

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Aspects you didn't love so much

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*Role, Company X*

*Role, Company X*

*Role, Company X*

## Part 2: Reflect on your timeline

1. Take a look through your career timeline and reflect on the questions listed on slide 6.
2. Then using the template on slide 7:
  - a. Identify high and low themes throughout your career.
  - b. Identify the roles that you know you definitely don't want to pursue.
  - c. Identify what future roles you would like to explore.



Exercise Length: 45 mins

# Questions for Your Self-Reflection

## Reflect on your career highs:

- What made your high points so high? In which roles did you feel most congruent and why?
- When were you most inspired?
- When were you most challenged? When did you learn the most?
- Where did you have the greatest impact?
- What do you see as your greatest strengths?
- When were your skills best utilized?

## Reflect on your career lows:

- What made your low points so low? In what roles did you feel you just weren't a good fit and why?
- When did you feel you were not engaged in your role and why?
- What are roles or skills that did NOT excite you at all?
- What are skills you haven't quite mastered and you have interest in developing?

# Themes & Future

## Themes

Themes you've seen when you were at your high moments	....
....	....
Themes you've seen when you've had low moments	....
....	....

## Things you know you definitely don't want to do

- Sometimes knowing what you don't want to do
- ..is just as important
- ..then knowing what you what you do want to do.

## Future Roles or Skills to Develop

- What roles excite you?
- How is your industry evolving?
- What you want to pivot towards?
- What new skills do you need to develop?
- Remember to explore the why.

## Part 3: Reflect on your timeline

1. Review your timeline with your manager and work together to define actions for your CDP.
2. Your manager can use the coaching framework provided on slide 8 to help you create an actionable plan for your career development!



Exercise Length: 60 mins



## Goal

*Establish the goal*

**What do you want to get out of this exercise?**

*Two main use cases:*

*Identify how to leverage your strengths more*

*Identify what's next in your career*

## Reality

*As you review the career timeline...*

**Digging into the low points.**

*What do you see as your greatest limitations? Why do you feel that way?*

*Tell me more about your low points. What made them so low?*

**Digging into the high points.**

*What do you see as your greatest strengths?*

*Where did you have the greatest impact?*

*When did you learn the most?*

*When were your skills best utilized?*

## Options/Obstacles

*Determine the options and/or obstacles*

*What are ways you can leverage your strengths more in your current role?*

*What are the gaps? What is getting in the way?*

*What other roles interest you?*

*Which projects can you leverage your strengths?*

*Who can you partner with? (Mentor)*

## What will you do?

*Commit to action.*

*What do you feel are the next steps?*

*What actions we should include in your CDP?*

*How can I support you?*