

How to Talk About

Development



Collaborate

Conversations with your direct reports are an opportunity to learn what's important to them in their career. As a leader, it's easy to want to take the wheel and control the discourse when talking about professional development. Stepping back and asking the right questions will help you and the team member clearly define goals that align with their interest and benefits the organization.

Try This!

Use the questions below to help guide the conversation of development between you and the team member.

- *What skills are you interested in developing?*
- *What kind of work are you most excited about?*
- *What roles would you like to learn about?*
- *Who would you like to learn from?*
- *How do you like to learn?*