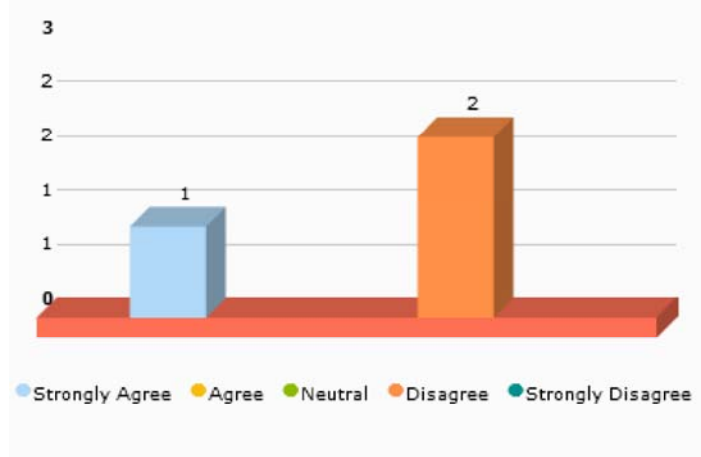


Development and Career Planning Answer Summary

Team: iFacts

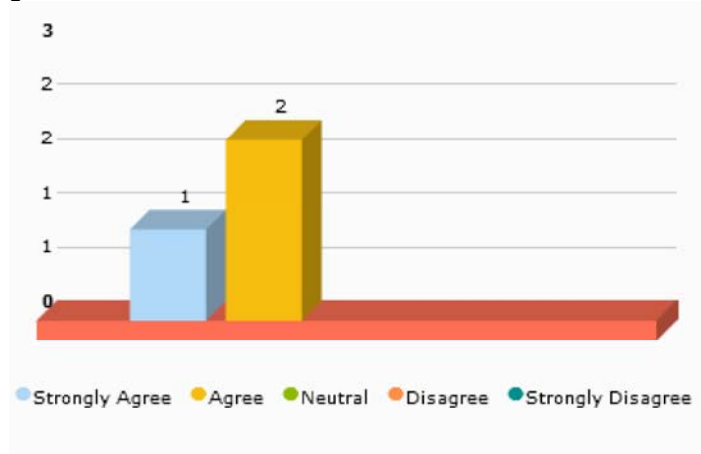
Career Aspirations

I am currently on a career path within the Company that is in line with my aspirations



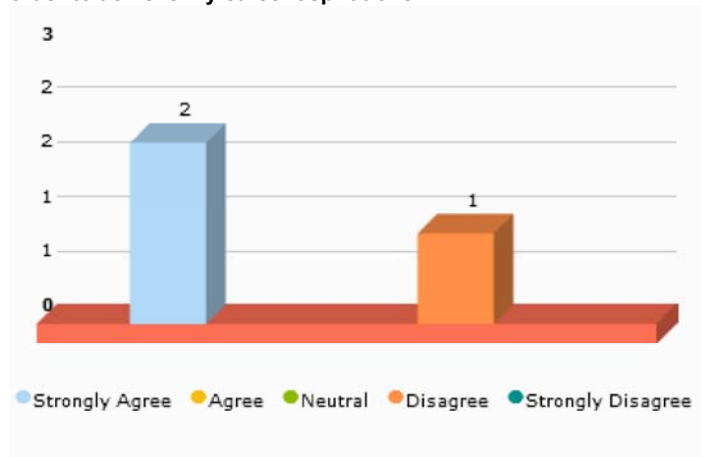
Answer	Number
Strongly Agree	1
Agree	0
Neutral	0
Disagree	2
Strongly Disagree	0

I feel that my personal goals align with the Company's broader goals



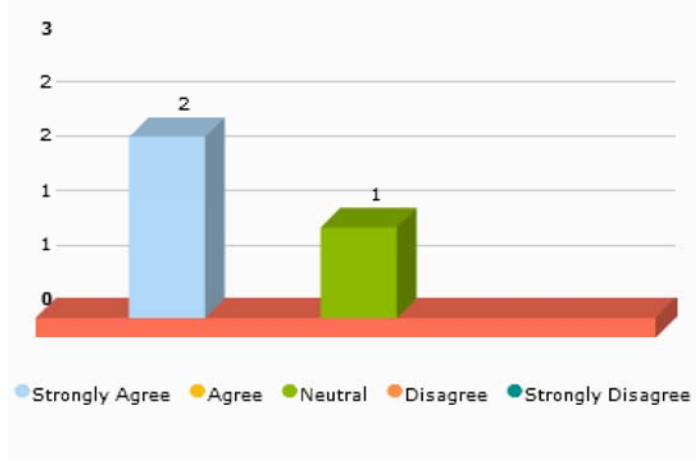
Answer	Number
Strongly Agree	1
Agree	2
Neutral	0
Disagree	0
Strongly Disagree	0

I intend to remain with the company in the medium-long term in order to achieve my career aspirations



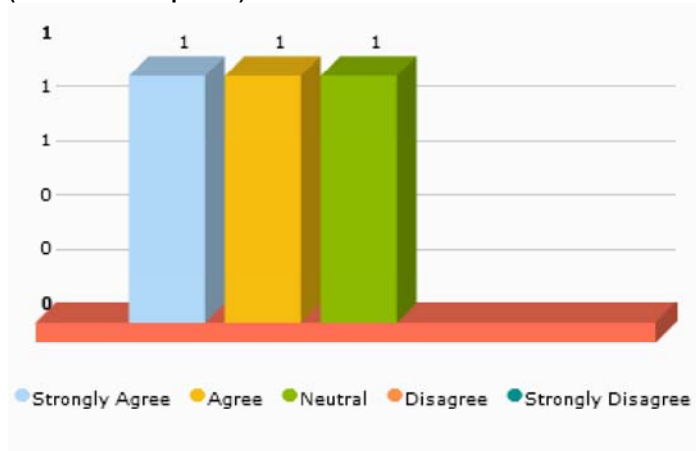
Answer	Number
Strongly Agree	2
Agree	0
Neutral	0
Disagree	1
Strongly Disagree	0

I intend to undertake formal studies to enhance my career further



Answer	Number
Strongly Agree	2
Agree	0
Neutral	1
Disagree	0
Strongly Disagree	0

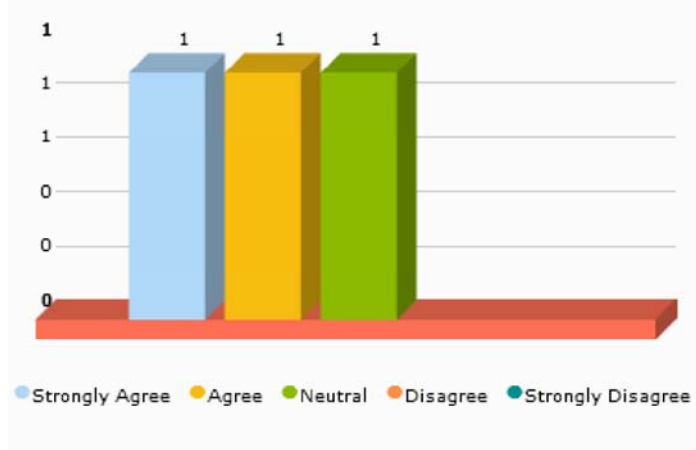
I have set key goals for my development areas in the short-term (next 12 month period)



Answer	Number
Strongly Agree	1
Agree	1
Neutral	1
Disagree	0
Strongly Disagree	0

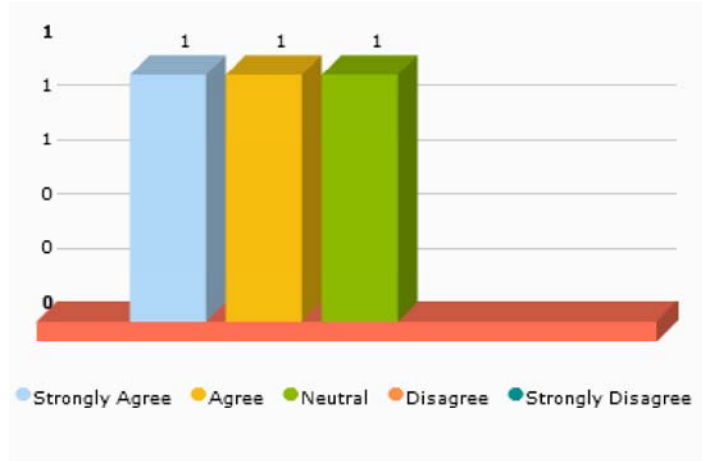
Personal Aspirations and Drive

I am currently very passionate about what I do and fulfilled in my job



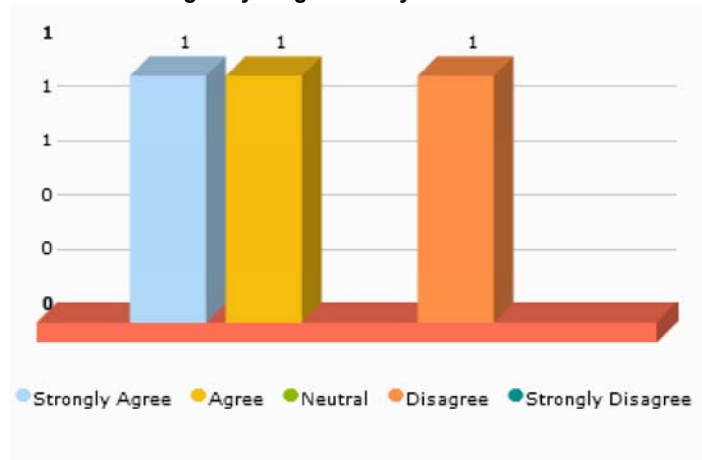
Answer	Number
Strongly Agree	1
Agree	1
Neutral	1
Disagree	0
Strongly Disagree	0

I feel my personality suits my current job and I am in the right career



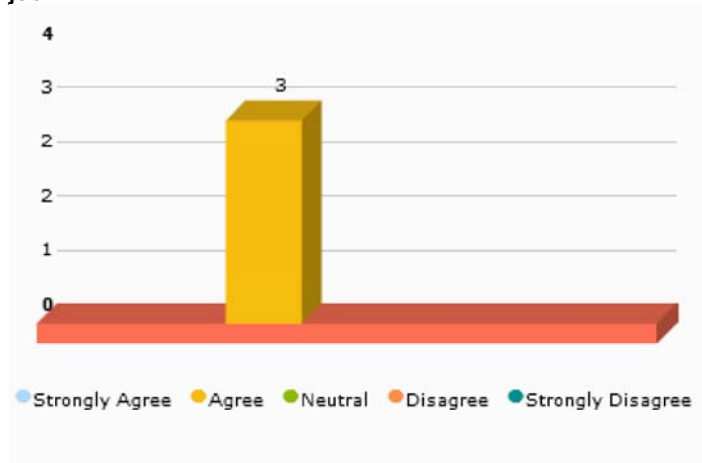
Answer	Number
Strongly Agree	1
Agree	1
Neutral	1
Disagree	0
Strongly Disagree	0

I would not change anything about my current work role



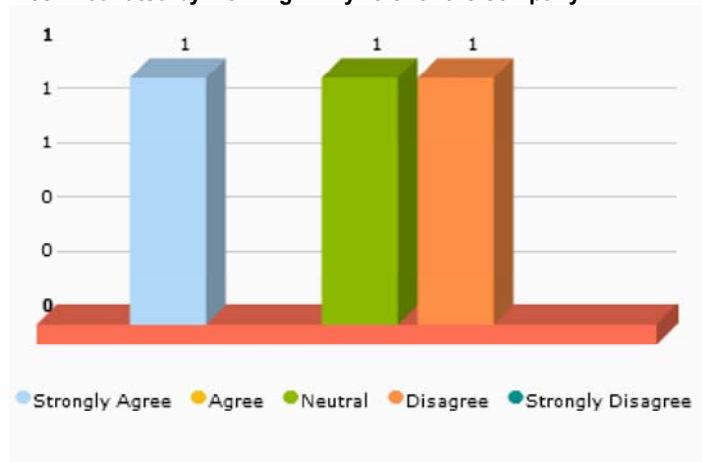
Answer	Number
Strongly Agree	1
Agree	1
Neutral	0
Disagree	1
Strongly Disagree	0

I need to develop certain personality traits further to be better at my job



Answer	Number
Strongly Agree	0
Agree	3
Neutral	0
Disagree	0
Strongly Disagree	0

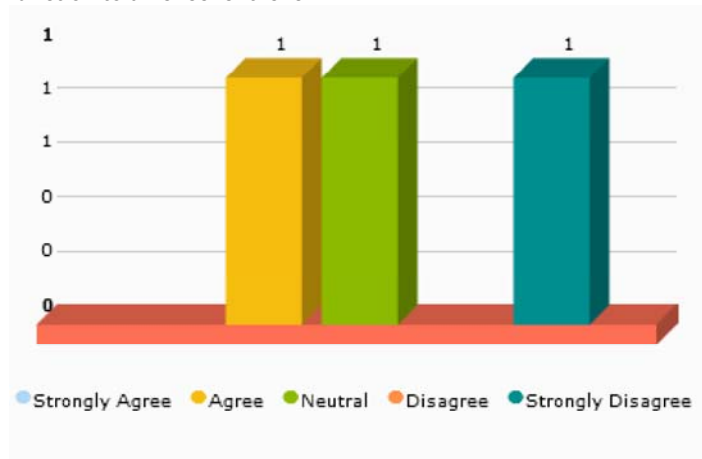
I feel motivated by working in my role for the company



Answer	Number
Strongly Agree	1
Agree	0
Neutral	1
Disagree	1
Strongly Disagree	0

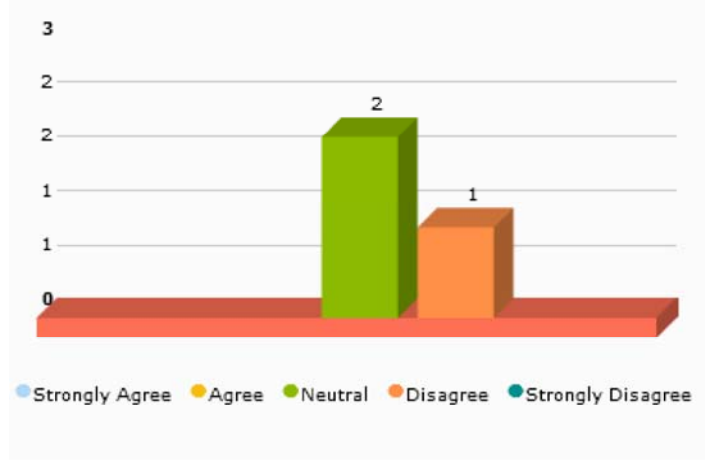
Current Competencies

I currently have all the required competencies to undertake my function to an excellent level



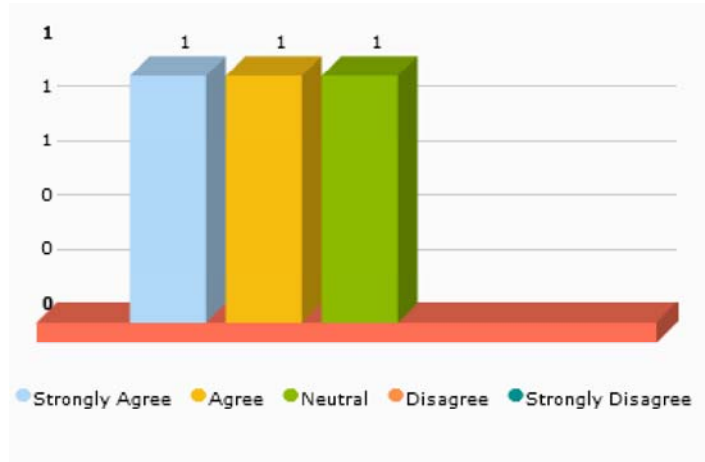
Answer	Number
Strongly Agree	0
Agree	1
Neutral	1
Disagree	0
Strongly Disagree	1

I would like to enhance my technical skills related to my function



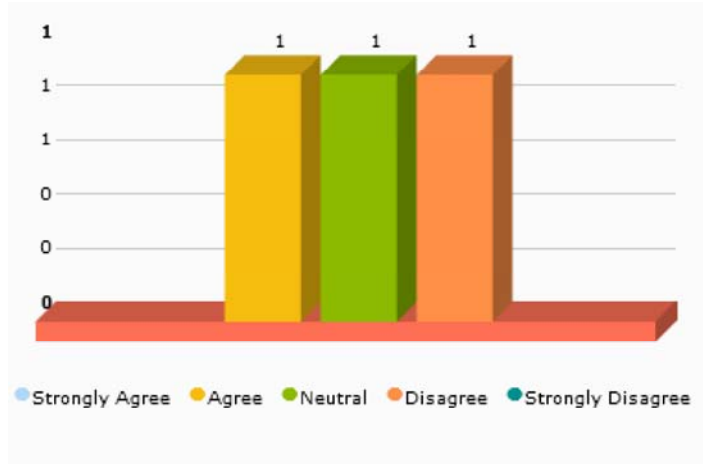
Answer	Number
Strongly Agree	0
Agree	0
Neutral	2
Disagree	1
Strongly Disagree	0

I feel that I should work on specific personal skills for the next 12 months



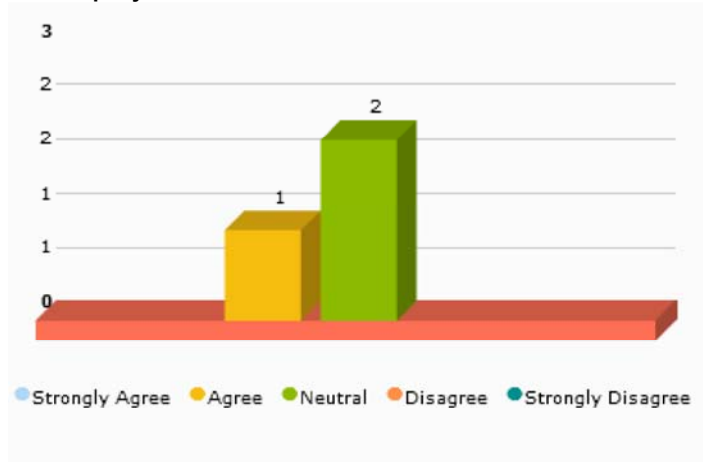
Answer	Number
Strongly Agree	1
Agree	1
Neutral	1
Disagree	0
Strongly Disagree	0

I feel I need to attend formal training courses in key competencies in the next 12 months



Answer	Number
Strongly Agree	0
Agree	1
Neutral	1
Disagree	1
Strongly Disagree	0

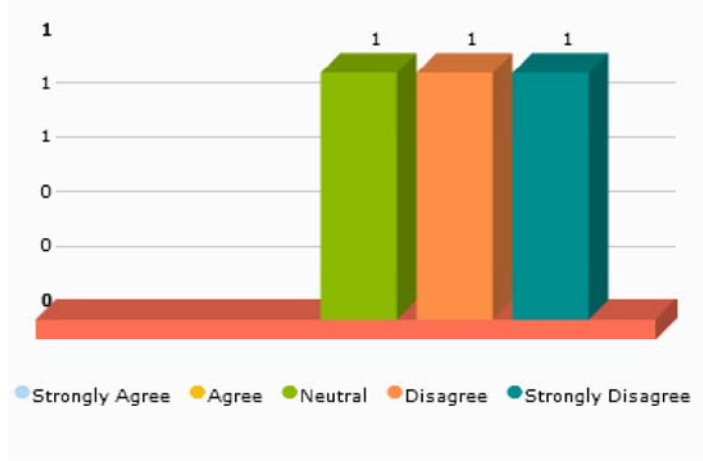
My current skill level is sufficient for promotion to the next level in the company



Answer	Number
Strongly Agree	0
Agree	1
Neutral	2
Disagree	0
Strongly Disagree	0

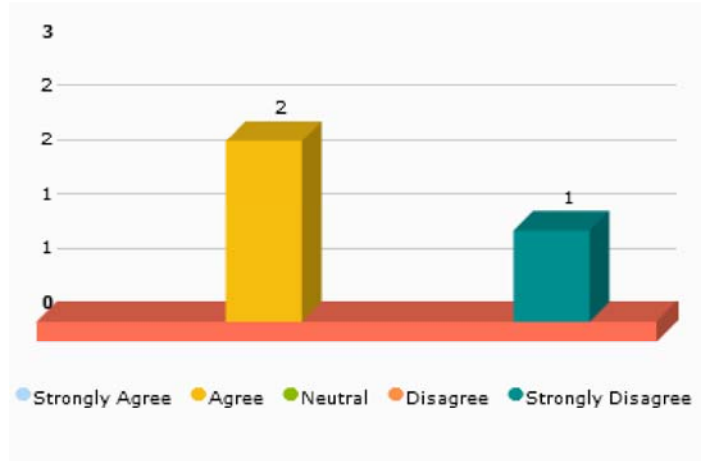
Current Learning and Development Opportunities

I have identified key training courses to attend in the current year



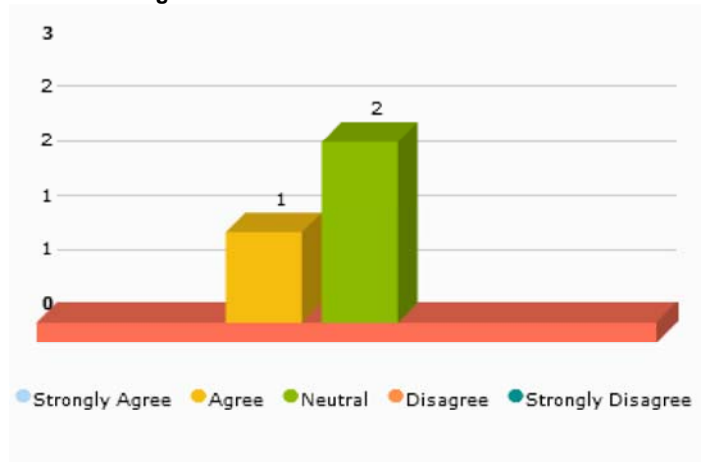
Answer	Number
Strongly Agree	0
Agree	0
Neutral	1
Disagree	1
Strongly Disagree	1

I feel that previous training courses have been useful to me in the work environment



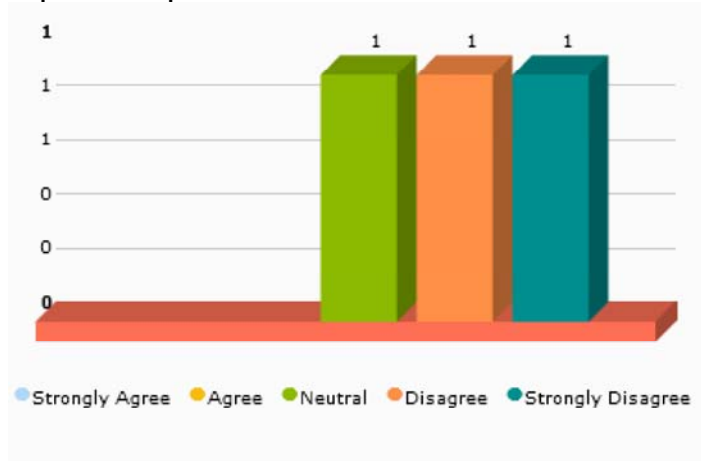
Answer	Number
Strongly Agree	0
Agree	2
Neutral	0
Disagree	0
Strongly Disagree	1

I have tangibly demonstrated my competencies gained through formal learning courses



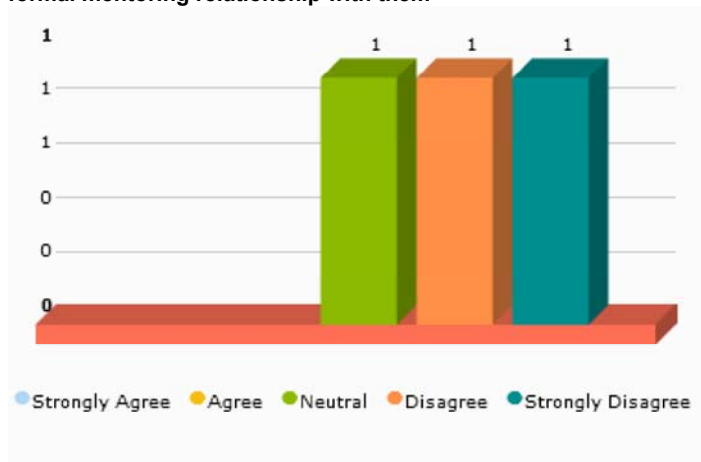
Answer	Number
Strongly Agree	0
Agree	1
Neutral	2
Disagree	0
Strongly Disagree	0

I have key areas for enhancement that require formal courses to help me develop



Answer	Number
Strongly Agree	0
Agree	0
Neutral	1
Disagree	1
Strongly Disagree	1

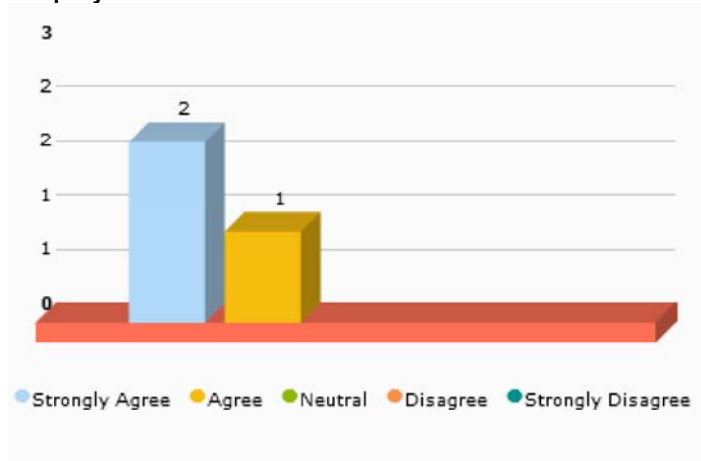
I have identified a coach/mentor in the workplace and set up a formal mentoring relationship with them



Answer	Number
Strongly Agree	0
Agree	0
Neutral	1
Disagree	1
Strongly Disagree	1

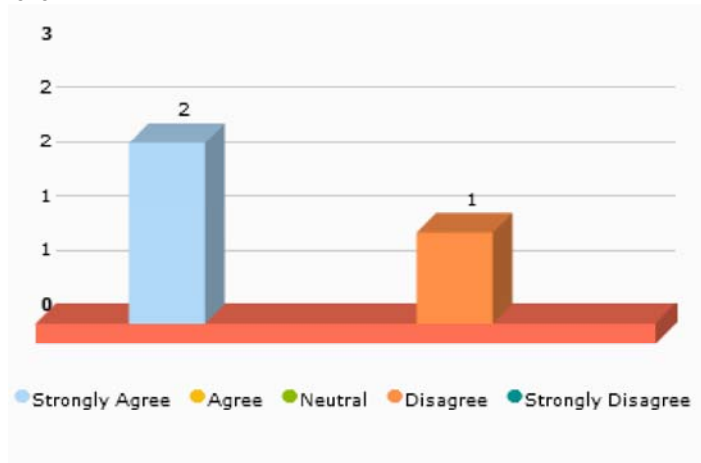
Company Support for Self Development

I feel that there are opportunities for me to advance within the company



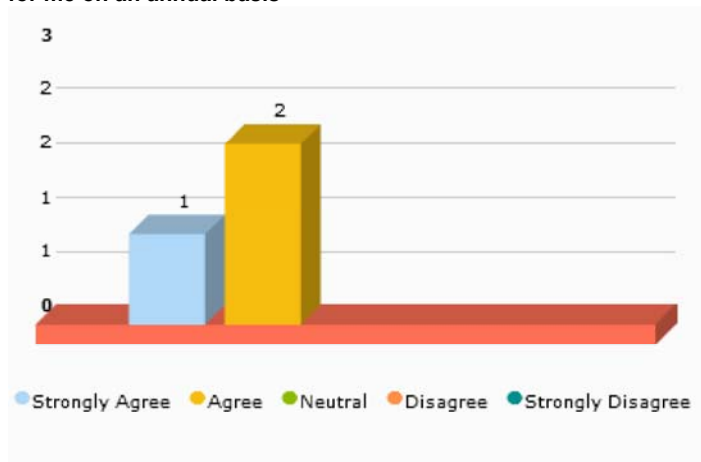
Answer	Number
Strongly Agree	2
Agree	1
Neutral	0
Disagree	0
Strongly Disagree	0

The company provides opportunities for me to develop to the next level



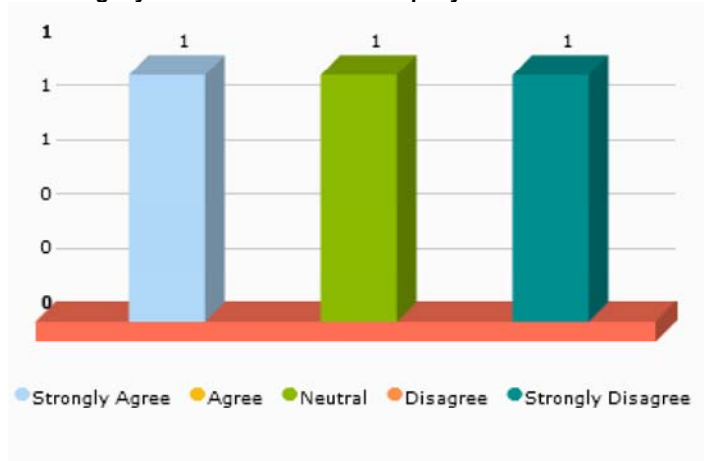
Answer	Number
Strongly Agree	2
Agree	0
Neutral	0
Disagree	1
Strongly Disagree	0

The company prioritizes formal learning and training opportunities for me on an annual basis



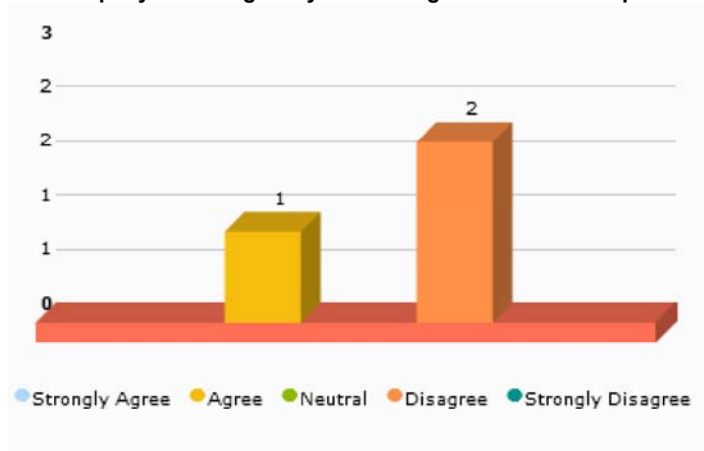
Answer	Number
Strongly Agree	1
Agree	2
Neutral	0
Disagree	0
Strongly Disagree	0

I feel there are current internal policies and processes that are hindering my advancement in the company



Answer	Number
Strongly Agree	1
Agree	0
Neutral	1
Disagree	0
Strongly Disagree	1

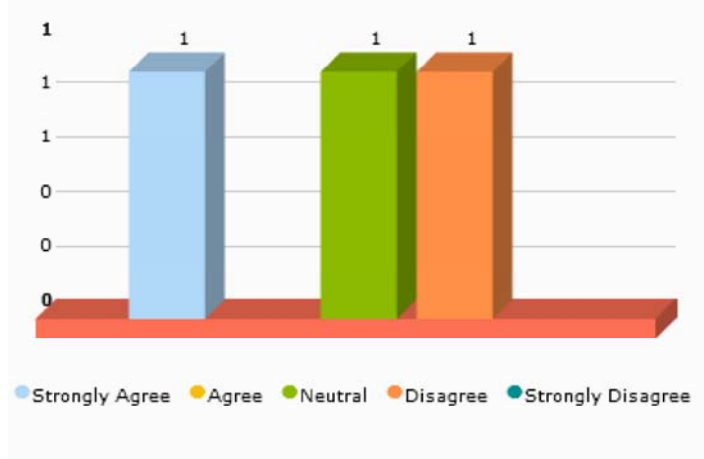
The company encourages my technical growth and development



Answer	Number
Strongly Agree	0
Agree	1
Neutral	0
Disagree	2
Strongly Disagree	0

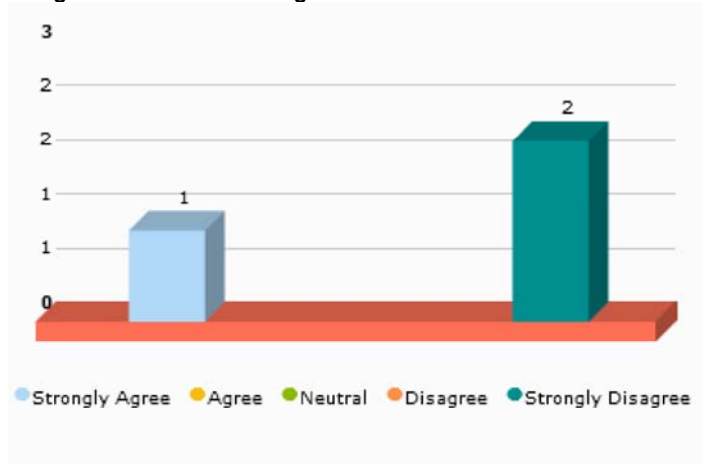
Immediate Manager Support for Development

I feel that my line manager understands my career aspirations



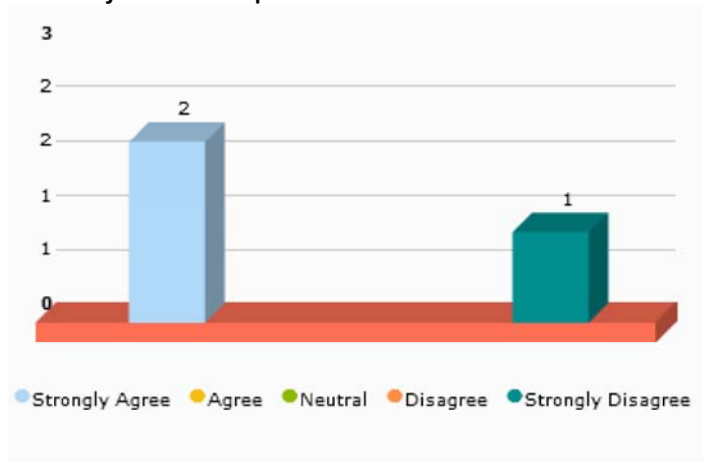
Answer	Number
Strongly Agree	1
Agree	0
Neutral	1
Disagree	1
Strongly Disagree	0

My line Manager supports me in my career by providing mentoring and guidance to me on a regular basis



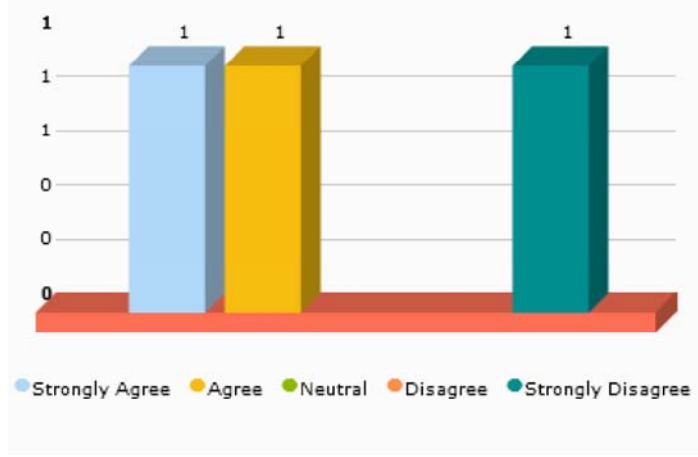
Answer	Number
Strongly Agree	1
Agree	0
Neutral	0
Disagree	0
Strongly Disagree	2

My line manager provides me with opportunities to develop and extend my skills and exposure



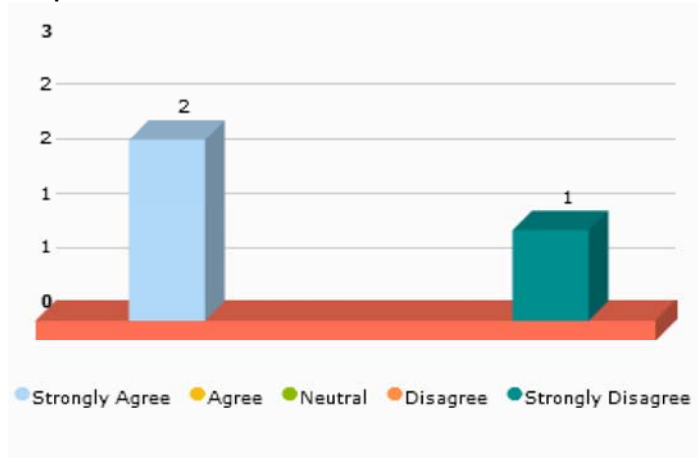
Answer	Number
Strongly Agree	2
Agree	0
Neutral	0
Disagree	0
Strongly Disagree	1

My line manager assist me in achieving a development plan to address my career gaps



Answer	Number
Strongly Agree	1
Agree	1
Neutral	0
Disagree	0
Strongly Disagree	1

My line manager helps me understand the required skills and competencies for success



Answer	Number
Strongly Agree	2
Agree	0
Neutral	0
Disagree	0
Strongly Disagree	1

Answer Detail 1

Team:	IFacts
Manager:	Sonya Skipp
I am currently on a career path within the Company that is in line with my aspirations	Strongly Agree
I feel that my personal goals align with the Company's broader goals	Strongly Agree
I intend to remain with the company in the medium-long term in order to achieve my career aspirations	Strongly Agree
I intend to undertake formal studies to enhance my career further	Neutral
I have set key goals for my development areas in the short-term (next 12 month period)	Strongly Agree
I am currently very passionate about what I do and fulfilled in my job	Strongly Agree
I feel my personality suits my current job and I am in the right career	Strongly Agree
I would not change anything about my current work role	Agree
I need to develop certain personality traits further to be better at my job	Agree
I feel motivated by working in my role for the company	Strongly Agree
I currently have all the required competencies to undertake my function to an excellent level	Agree
I would like to enhance my technical skills related to my function	Neutral
I feel that I should work on specific personal skills for the next 12 months	Agree
I feel I need to attend formal training courses in key competencies in the next 12 months	Neutral
My current skill level is sufficient for promotion to the next level in the company	Neutral
I have identified key training courses to attend in the current year	Disagree
I feel that previous training courses have been useful to me in the work environment	Agree
I have tangibly demonstrated my competencies gained through formal learning courses	Neutral
I have key areas for enhancement that require formal courses to help me develop	Neutral
I have identified a coach/mentor in the workplace and set up a formal mentoring relationship with them	Neutral
I feel that there are opportunities for me to advance within the company	Agree
The company provides opportunities for me to develop to the next level	Strongly Agree
The company prioritizes formal learning and training opportunities for me on an annual basis	Agree
I feel there are current internal policies and processes that are hindering my advancement in the company	Strongly Disagree
The company encourages my technical growth and development	Agree
I feel that my line manager understands my career aspirations	Strongly Agree
My line Manager supports me in my career by providing mentoring and guidance to me on a regular basis	Strongly Agree

My line manager provides me with opportunities to develop and extend my skills and exposure	Strongly Agree
My line manager assist me in achieving a development plan to address my career gaps	Strongly Agree
My line manager helps me understand the required skills and competencies for success	Strongly Agree
I enjoy the following aspects of my work the most:	Client liaison, debtors, sales
I enjoy the following aspects of my work the least:	none
I consider the following areas to be my weaknesses in my role:	fear of being rejected by a sales prospect
I consider the following areas to be my strengths in my role:	Ability to communicate and liaise with clients
The following are the 3 short term development goals that I have in the workplace to improve my work performance:	be more persistent be more
In order to achieve my development goals, I need to enhance the following competencies:	
My action plan to achieve these competencies includes the following steps:	
I will achieve these steps in the following timeframes:	

Answer Detail 2

Team:	IFacts
Manager:	Sonya Skipp
I am currently on a career path within the Company that is in line with my aspirations	Disagree
I feel that my personal goals align with the Company's broader goals	Agree
I intend to remain with the company in the medium-long term in order to achieve my career aspirations	Strongly Agree
I intend to undertake formal studies to enhance my career further	Strongly Agree
I have set key goals for my development areas in the short-term (next 12 month period)	Neutral
I am currently very passionate about what I do and fulfilled in my job	Neutral
I feel my personality suits my current job and I am in the right career	Agree
I would not change anything about my current work role	Strongly Agree
I need to develop certain personality traits further to be better at my job	Agree
I feel motivated by working in my role for the company	Neutral
I currently have all the required competencies to undertake my function to an excellent level	Strongly Disagree
I would like to enhance my technical skills related to my function	Neutral
I feel that I should work on specific personal skills for the next 12 months	Neutral
I feel I need to attend formal training courses in key competencies in the next 12 months	Disagree
My current skill level is sufficient for promotion to the next level in the company	Neutral
I have identified key training courses to attend in the current year	Strongly Disagree
I feel that previous training courses have been useful to me in the work environment	Agree
I have tangibly demonstrated my competencies gained through formal learning courses	Neutral
I have key areas for enhancement that require formal courses to help me develop	Disagree
I have identified a coach/mentor in the workplace and set up a formal mentoring relationship with them	Strongly Disagree
I feel that there are opportunities for me to advance within the company	Strongly Agree
The company provides opportunities for me to develop to the next level	Strongly Agree
The company prioritizes formal learning and training opportunities for me on an annual basis	Strongly Agree
I feel there are current internal policies and processes that are hindering my advancement in the company	Neutral
The company encourages my technical growth and development	Disagree
I feel that my line manager understands my career aspirations	Disagree
My line Manager supports me in my career by providing mentoring and guidance to me on a regular basis	Strongly Disagree

My line manager provides me with opportunities to develop and extend my skills and exposure Strongly Disagree

My line manager assist me in achieving a development plan to address my career gaps Agree

My line manager helps me understand the required skills and competencies for success Strongly Agree

Answer Detail 3

Team:	IFacts
Manager:	Sonya Skipp
I am currently on a career path within the Company that is in line with my aspirations	Disagree
I feel that my personal goals align with the Company's broader goals	Agree
I intend to remain with the company in the medium-long term in order to achieve my career aspirations	Disagree
I intend to undertake formal studies to enhance my career further	Strongly Agree
I have set key goals for my development areas in the short-term (next 12 month period)	Agree
I am currently very passionate about what I do and fulfilled in my job	Agree
I feel my personality suits my current job and I am in the right career	Neutral
I would not change anything about my current work role	Disagree
I need to develop certain personality traits further to be better at my job	Agree
I feel motivated by working in my role for the company	Disagree
I currently have all the required competencies to undertake my function to an excellent level	Neutral
I would like to enhance my technical skills related to my function	Disagree
I feel that I should work on specific personal skills for the next 12 months	Strongly Agree
I feel I need to attend formal training courses in key competencies in the next 12 months	Agree
My current skill level is sufficient for promotion to the next level in the company	Agree
I have identified key training courses to attend in the current year	Neutral
I feel that previous training courses have been useful to me in the work environment	Strongly Disagree
I have tangibly demonstrated my competencies gained through formal learning courses	Agree
I have key areas for enhancement that require formal courses to help me develop	Strongly Disagree
I have identified a coach/mentor in the workplace and set up a formal mentoring relationship with them	Disagree
I feel that there are opportunities for me to advance within the company	Strongly Agree
The company provides opportunities for me to develop to the next level	Disagree
The company prioritizes formal learning and training opportunities for me on an annual basis	Agree
I feel there are current internal policies and processes that are hindering my advancement in the company	Strongly Agree
The company encourages my technical growth and development	Disagree
I feel that my line manager understands my career aspirations	Neutral
My line Manager supports me in my career by providing mentoring and guidance to me on a regular basis	Strongly Disagree

My line manager provides me with opportunities to develop and extend my skills and exposure	Strongly Agree
My line manager assist me in achieving a development plan to address my career gaps	Strongly Disagree
My line manager helps me understand the required skills and competencies for success	Strongly Disagree