

Questionnaire: Development and Career Planning

Please answer all the questions.

Your name:

Your email address:

Team:

Manager:

Career Aspirations

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

Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

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

Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

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

Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

I intend to undertake formal studies to enhance my career further

Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

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

Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

Personal Aspirations and Drive

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

Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

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

Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

I would not change anything about my current work role

Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

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

Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly Disagree

I feel motivated by working in my role for the company

Strongly Agree
 Agree

- Neutral
- Disagree
- Strongly Disagree

Current Competencies

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

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

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

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

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

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

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

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

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

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Current Learning and Development Opportunities

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

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

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

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

I have tangibly demonstrated my competencies gained through formal learning courses

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

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

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

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

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Company Support for Self Development

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

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

The company provides opportunities for me to develop to the next

- Strongly Agree

level

- Agree
- Neutral
- Disagree
- Strongly Disagree

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

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

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

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

The company encourages my technical growth and development

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Immediate Manager Support for Development

I feel that my line manager understands my career aspirations

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

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

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

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

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

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

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

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

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Final Questions

I enjoy the following aspects of my work the most:

I enjoy the following aspects of my work the least:

I consider the following areas to be my weaknesses in my role:

I consider the following areas to be my strengths in my role:

Development Goal Setting

Once the above questions have been answered, you as the employee need to set key development goals for

the next 12 months.

The following are the 3 short term development goals that I have in the workplace to improve my work performance:

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:

Nearly finished! Please press the Submit button below to save your answers.