

Career Vision Exercise - Questions



SECTION A: *Where am I now?*

(Your Purpose and Values)

- 1 What do you feel are the 2-3 work-related things you do that are better than anybody else (or have been told that you're really good at)? Why do you think that is?
- 2 What do you enjoy most about your current job or jobs that you've had in the past? Why?
- 3 What is the career accomplishment you are most proud of? Why?
- 4 What are the values you will never compromise? Why?
- 5 What are the types of projects at work you enjoy doing but most people dread? Why?
- 6 What do you want to be known for at work? Alternatively, what would you hate for others to say about you at work? Why?
- 7 What is a common theme you see in the answers you've provided to the questions in Section A? Why do you think that is?



SECTION B: *Where do I Want to Go?*

(Your Career Aspirations)

- 1 What are your short-term and long-term goals?
- 2 What is your dream job? (It's okay if you don't know this answer).
- 3 What does your dream job involve you doing? Why is that important to you?
- 4 Describe the people you are working with at your dream job. What qualities do they possess?
- 5 How does your dream job align with your most important values stated in Section A?
- 6 Do you feel you are headed in the right direction in obtaining your dream job? Why or why not?



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SECTION C: How Will I Get There?

(What You'll Need to Achieve Your Career Aspirations)

- 1 What skills do you need to develop to help you achieve your short-term and long-term goals? Why?
- 2 What are the skills you currently possess that will help you achieve your short-term and long-term goals?
- 3 What role at your current company (or at another company) can get you one step closer to your dream job?
- 4 What special projects can you partake in at work or outside your job to get you closer to your dream job and build the skills you need to achieve your goals? *(This can also include training courses, professional networks, conversations with others, etc.)*



SECTION D: Who Can Help Me Get There?

(Your Personal Board of Directors)

- 1 Who are the people you admire, respect their opinions, and can ask to be on your Personal Board of Directors* to help get you to where you want to be? For what reason would you choose each person?
- 2 What are the things you need from your manager, colleagues, or members of your Personal Board of Directors to help you reach your goals? *(e.g., clearer direction on project goals, career development discussions, conflict mediation)*

** A Personal Board of Directors is an informal group of people you can call on for guidance and mentorship. There is no formal action you need to take for them to be part of your board. You can simply let them know that you admire their guidance in your career and ask them questions as needed.*

