

Recommendations for Development

Do you have an accurate picture of your current organization with regard to its:

Reputation?

Brand identity?

What do you appreciate about the organization?

Why is reputation/identity important to you?

What kind of structure (e.g., clear expectations, job description, organizational chart, etc.) would you like to have from your current organization? What is missing?

Is there opportunity for advancement in this place? Are there pathways for growth?

Reverse gap: Is there too much structure in the organization (e.g., everything is spelled out or defined)? Is there too much pressure to change or move into other positions? What is overwhelming to you?

To Do:

Read the organization's mission statement. What do you agree with that matches your values?

Describe what your best work looks like with your boss/supervisor. Try to negotiate two issues that bring things closer to that "best."

Describe what other role you would like to have in the organization. Work with your boss or supervisor to put together a plan that will help you achieve that role.

