



1. Download PDF
2. Schedule a Career Conversation with your People Manager
3. Have your Career Conversation
4. Come back to MyLearning and mark activity completed



NOTE: You should ONLY select "Yes" for completing this activity if you have had your Career Conversation.

Take These Simple Steps

To get the future you want at Capgemini

- ● STEP 0
Prepare for the Career Conversation
- ● STEP 1
Set the context
- ● Step 2
Connect on what matters most
- ● Step 3
Explore what's possible
- ● Step 4
Co-create a path to progress
- ● Step 5
Start your FLO plan (personal development plan)

Duration: approximately 20 to 30 minutes to complete



What's in it for me ?

Completing an important conversation and feeling energized by the process.

Feeling I'm on track to get the future I want at Capgemini.



BEFORE...

Don't forget to prepare for The Career Conversation

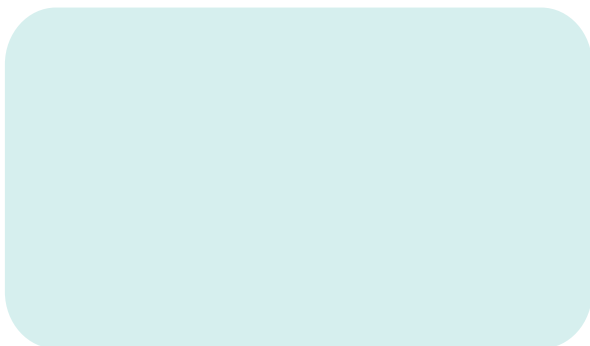
Go to the next page to learn how to prepare



Step 0

Prepare yourself for the Career Conversation

Meeting Details:



- **Get clear on your role** - First of all, YOU, not your People Manager, own your career. In fact, you are the CEO of your career. Our People Promise is “Get the Future You Want.” You have the permission to shape your career here at Capgemini
- **Discover your drives** - You and your People Manager will both discover “**What Juices You?**” at work. This kickstarts the connection process as you understand your unique sources of fuel at work. Be prepared to share your experience with the tool.
- **Know yourself** - What do you know about yourself that might be helpful for this conversation? (Strengthsfinder, Capgemini Leadership Dimensions, Meyers-Briggs, DiSC, Kolbe, StrengthFinder, Enneagram).
- **Do your homework** - Do some research on Capgemini’s Talent page and/or on the NEXT learning platform (on **NEXT**) to discover what’s available right now in Capgemini.

What Juices You?


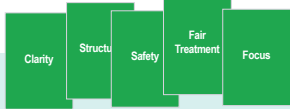




Go through this exercise, and you will discover your oxygen-like needs - elements that, when fulfilled, release energy into your work day. The next thing you'll discover is your drives – the powerful impulses unique to you that don't consume energy but actually generate it.

- 1 Put a STAR on the 5 cards that matter most to you (i.e. energize you the most) in your current role - by clicking on the grey box
- 2 Capture your five cards (jot them down on a sticky) as a reminder of what you need to feel energized at work

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		Productivity and Results	Making a Difference	Quality Connections	Understanding the "Why"	Learning and Growth	Safety	Healthy Culture	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working in my Sweet Spot	Dependable Support	Structure	The Greater Good	Challenge and Progress	Adventure and Risk	Fair Treatment	Autonomy and Independence	Valued and Respected	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Focus	Justice	Thrive on Change	Reputation and Legacy	Team Harmony	Clarity	Purposeful Living	Simplicity and Ease	Trusted Relationships	

Discover Your Drives

The cards you chose give clues about your drives – powerful impulses unique to you that don't consume energy but actually generate it.

BELOGING	SECURITY	FREEDOM	SIGNIFICANCE	MEANING
				
<p>If you chose 2-3 blue cards, you have a strong relating drive</p> <p>It's energizing for you to:</p> <ul style="list-style-type: none">Care for and connect deeply with peopleMediate and create harmonySee both perspectives of any argumentSynthesize seemingly incompatible points of viewBuild cohesion and a strong sense of team	<p>If you chose 2-3 green cards, you have a strong ordering drive</p> <p>It's energizing for you to:</p> <ul style="list-style-type: none">Make the chaotic more structuredClarify things that are ambiguousReduce risk in any situationEnsure rules are upheldImplement systems and processes	<p>If you chose 2-3 yellow cards, you have a strong creating drive</p> <p>It's energizing for you to:</p> <ul style="list-style-type: none">Create thingsChange things upSee novel solutions to problemsPush the boundaries and challenge the status quoExplore innovative approaches	<p>If you chose 2-3 red cards, you have a strong producing drive</p> <p>It's energizing for you to:</p> <ul style="list-style-type: none">Lead the charge and get things doneMaximize results in any situationShare bold ideasGet things unstuck and drive them forwardMake unpopular decisions and see them implemented	<p>If you chose 2-3 purple cards, you have a strong contributing drive</p> <p>It's energizing for you to:</p> <ul style="list-style-type: none">Champion a meaningful causeVolunteer your energy to make a differenceAdvocate an ideology you deeply care aboutSeek the greater good and make the world betterDisrupt unjust mindsets and practices
<p> If you chose 1 of each color, you have a strong integrating drive - It's energizing for you to:</p> <ul style="list-style-type: none">Orchestrate the parts to create a greater wholeCollaborate with cross-functional teamsFacilitate alignment in complex situationsIntegrate the needs of diverse stakeholdersSynthesize seemingly incompatible points of view				

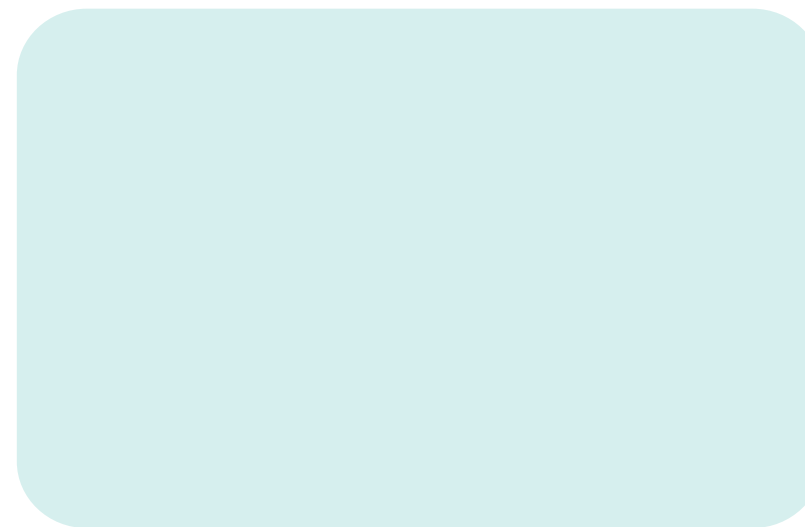


Step 1

Set the context



Say “I’m clear we can’t perfect my career plan in the time we have. My hope for this conversation is that we kick-start the process in a way that feels energizing for both of us.”





Step 2

Connect on what matters most



Say, “Of the five cards I selected, here are the ones that are most fulfilling for me right now _____. The ones that aren’t as fulfilling for me are _____.”



Share, “At this point, the career path I’m most interested in right now is_____.”





Step 3

Explore what's possible



Ask, "What's the unique value I bring to our team and clients?"



Share, "I think there is common ground between what I'm looking for and what the business needs. Here's what I think it is ____."





Step 4

Co-create a path to progress



Ask, “Based on your experience, what are the biggest obstacles need to overcome to achieve what I’m after here and how might I overcome them?”



Ask, “What are the most important development opportunities I should be pursuing at this stage?”





Step 5



YOUR FLO PLAN

Personal Development Plan

 Flourishing
—conversations—

 Duration of Plan: ☐ 3 months ☐ 6 months ☐ 9 months ☐ 12 months

Date: _____

Name: _____

People Manager: _____

Business Unit: _____

➡ What is the Future You Want at Capgemini?

Current Role

Future Role #1

Future Role #2



Based on Your Strengths

Based on Your Capability Gaps

Desired Experiences,
Exposure & Environment
Needed to DevelopFeedback and/or
Leadership
Needed to Develop
**Development Actions
and/or Education for
Current Position**
☐ Function
☐ Technical
☐ Industry

**Development Actions
and/or Education for
Next Potential Position**
☐ Function
☐ Technical
☐ Industry

Risks ➡

Personal Success Indicators ➡

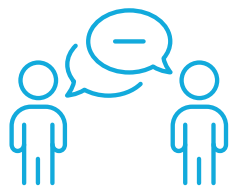
**List 2 possible
successors
for my
current role** ➡



AFTER...

Continue to follow-up with your manager on actions agreed upon

Go to the next page to learn how to follow-up



Follow-up on the Career Conversation

Find a mentor or Capgemini Core Coach (CCC) who has experience in supporting the path you're choosing.



Complete your FLO Pan (Personal Development Plan)