

Career Conversations - Development Planner

Hi!

Career Conversations can be scheduled with your manager either for **developing in your current role** or to **develop and become role-ready for your aspired role**. Please fill this form post your Career Conversations, **along with your manager**.

Please jot down the developmental areas and the development path planned to match the skills and proficiency levels of your current/ aspired role.

Use this space to capture the outcomes of your discussions and create a plan that you have agreed on as an outcome of this discussion with your manager.

Career Conversations Guide for Employees : <<http://surl.li/kxntt>>

Career Conversations Guide for Managers: <<http://surl.li/kxnsr>>

Context Setting

1. What is your Aspired Role, as chosen in Skill Prism? (*You can choose your aspired role under "Career Paths" in Skill Prism. In case you are focusing on doing your current role better, you can mention the same.*) -

Lead Engineer, XT

2. Who did you have the conversation with? (Name of your manager) *

Manpreet kaur

3. Senior HRBP *

Aditi sood

Identification of Gaps and Developmental Areas

The gaps can be identified on **Skill Prism** either for your **Current role** or **Aspired role**.

Case 1: Develop in your Current Role:

Update your skills and competencies on Skill Prism and get them endorsed by your manager. Go to "Role Summary" on Skill Prism to understand your current skill and competency gaps.

Case 2: Develop towards your Aspired role and become Role Ready:

Go to Career Paths to select your aspired role.

You will be able to view the spider chart of your Skill Analysis for your aspired role to identify the gaps.

The Gaps can be in any one of the below areas:

Technical Skills: These are learned and applied abilities that use one's knowledge effectively in execution or performance. For example, Java, React, Snowflake, Azure, Salesforce, Mongo etc.

Techno-functional Competencies: These are a representation of the knowledge and abilities required to perform a particular role and job. For example, Detailed Design, Integration, Coding, Project Management etc.

Behavioral Competencies: These are behavioral tenets that drives high performance for all Brillio employees, are linked to organization's values. For example, Strategic Orientation, Team Leadership, Outcome Driven etc.

4. Which role did you focus on during the career conversation ? *

☐ Current Role

☒ Aspired Role

5. What are your current endorsed Skills/ Competency Proficiency Levels?

Techno Functional Competencies

Solution/Technical Architecture - 2

Software Design - 2

Programming and Coding - 2

Continuous Integration and Cont - 2

Cloud Computing - 2

Applications Integration, Middle - 2

Database Engineering - 2

Behavioural Competencies

Execution with Pace - 2

Innovation Ethos - 2

Owner's Mindset - 2

Customer Advocacy - 2

Big Picture Thinking - 2

Winning Through Teams - 2

Specialization Analysis

Vue JS - 1

AngularJS - 1

React JS - 3

6. Which areas were the gaps identified in your current/ aspired role? *(You can identify the gaps under "Role Summary for the current role and under "Career Paths - Skill Analysis" for your aspired role.) **

- ☐ Technical Skills/ Specialization
- ☒ Techno-functional Competencies
- ☒ Behavioral Competencies

7. Mention in detail the specifics of the Gaps identified above under each category and map the developmental areas for the same. *(Mention the particular skill name, the difference in level of proficiency for that skill and the developmental areas to focus on. **Format:** Technical Skill - Java- 1 Level Gap - Data Base Designs) **

Techno Functional Competencies - Database Engineering - 1 Level Gap

Behavioral Competencies - Owner's Mindset - 1 Level Gap

Behavioral Competencies - Owner's Mindset - 1 Level Gap

Putting it to Action! Development Plan to be Role-Ready

Tell us about the development paths planned to be role ready basis the GAPS and the developmental areas you have identified in section 2.

8. Select the nature of development actions identified to meet the level of the aspired role. *

- ☐ Certifications
- ☒ Instructor Led Trainings
- ☒ Self-Paced Learning Paths on Skill Soft
- ☒ On the Job Learning/Job Shadowing
- ☐ Mentoring
- ☐ Other

9. What Certifications you would like to take up for your professional development?

No

10. Mention in detail the specifics of the development plan identified in the areas selected above. *(Map the Developmental areas identified in section 2 to the nature of development actions you selected above. **Format:** Technical Skills - SQL - Instructor Led Training)* *

Techno Functional Competencies - Database Engineering

Behavioral Competencies - Innovation Ethos

Behavioral Competencies - Owner's Mindset

11. What is a realistic time frame for completing your developmental plan and achieving your desired level of readiness for the role (current or aspiring)?" *

☒ Within 6 months

☐ 6 months - 1 year

☐ 1 - 2 years

☐ Beyond 2 years

Process Feedback

Let us know how your Career Planning conversation went and how we could improve it in the future. An ideal Career Conversations should be schedule for 45 mins - 1 Hr.

12. What was the duration of your Career Conversation with your manager? *

- ☐ Under 15 mins
- ☐ 15-30 mins
- ☐ 30-45 mins
- ☒ Over 45 mins

13. Following a productive career conversation with your manager, you now have a clear path to attain your target role, supported by a well-structured action plan. (5 being the highest rating) *

1

2

3

4

5

14.

Following your career conversation, when is the next scheduled review to assess the progress of your development journey? *

- ☒ Monthly Connects
- ☐ Once in 2 months
- ☐ Once every quarter
- ☐ Half-Yearly Connect
- ☐ Other

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