

Hone

Learner Guide:

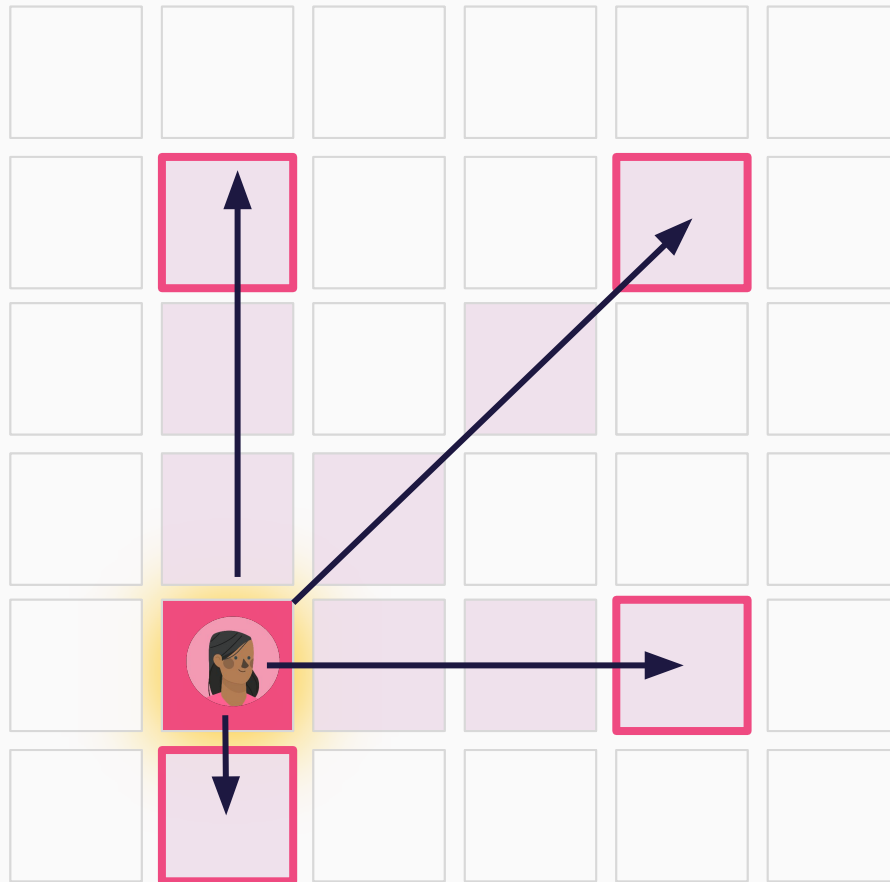
**Let's Discuss: Taking Control
of Your Career Path**



Think “Lattice”

A career lattice...

- Allows for movement in all directions or development within the role
- Has no “destination” and movement is motivated by curiosity and interest



Barriers to Career Growth

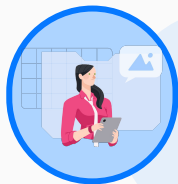
Internal Barriers

1. "If I work hard I will be noticed and promoted."
2. "It's too late in my career for me to try to form a network now."
3. "There's no point asking for this, they aren't going to give it to me."
4. "I don't have what it takes to get this new position."
5. "I can't tell my manager that I want to move to another department."

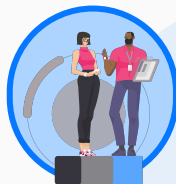
External Barriers

- A. "There is no formal career path for my role in this organization."
- B. "My organization does not allow for cross-functional moves."
- C. "The company policy restricts advancement based on credentials."
- D. "The position I want is currently filled."
- E. "I work at a family-based company that only gives senior roles to people within the family."

Path Accelerators



Ask for projects that are outside your comfort zone or have more bottom-line impact



Build professional networks and find sponsors that will advocate for you



Talk to HR or your manager about requirements for your desired career moves



Reach out to key people - other leaders, mentors, role models



Invest in your own development by building the skills, experiences, and mindset needed to grow

Applied Activity: Draft Your Career Plan

Your Name	
Vertical Move Option	
Development for Vertical Option	
Lateral Move Option	
Development for Lateral Option	
Path Accelerator #1	
Path Accelerator #2	

Next Steps to Apply What We've Discussed:

1. **Choose one action and schedule it.** Identify a single path accelerator or development step and put time on your calendar within the next two weeks to act on it.
2. **Start a focused conversation.** Have one intentional conversation with your manager, mentor, or a trusted peer about your growth goals or next steps.
3. **Build one skill with purpose.** Select one skill tied to your career plan and practice or develop it consistently, even in small ways, through real work.
4. **Increase your visibility intentionally.** Look for one opportunity to share your work, take on a stretch task, or contribute in a way that aligns with where you want to grow.
5. **Revisit and adjust your plan regularly.** Set a monthly reminder to review your mini career plan and update it as your goals, interests, or circumstances change.

Hone

Thank you!