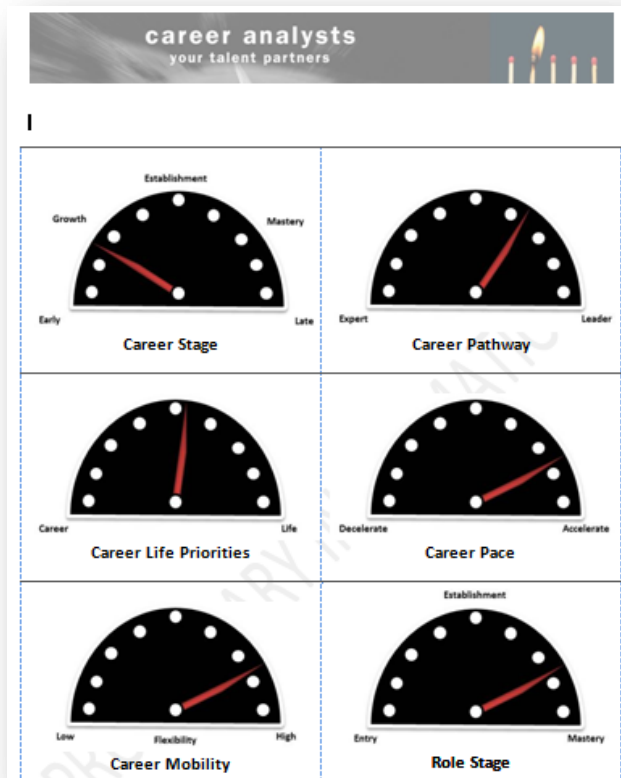




About The CareerAGILITY™ Indicator

The Career Agility Indicator is designed to support quality talent conversations and facilitate powerful career conversations in organisations. Used across the employee life-cycle from graduates through to critical talent, it is designed to help individuals reflect on their current

career situation and to assist organisations in their talent planning. Many people are choosing to either “accelerate” or “decelerate” their careers depending on their age, stage, life commitments and preferred career direction. The careerAGILITY™ Indicator measures each of these and captures an individuals’ unique wants and needs. An individual report is available along with a Manager Coaching report to support a quality career dialogue.



Contact anne@careeranalysts.co.nz to find out more about how you can utilise this tool within your organisation.

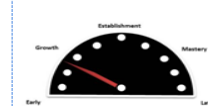
The Career Agility Manager / Coach Report

The Career Agility Indicator is designed to help individuals think about their current career situation and to assist organisations in their talent planning. Many people are choosing to either accelerate or decelerate their careers depending on their career stage, age, life commitments and preferred career direction, e.g. expert or leader path.

Note:

- The Career Agility Indicator reflects and records preferences in a number of areas. There are no right or wrong answers or results, and higher scores are not any better than lower scores. It merely reflects current individual preferences, which will change through various stages of life.
- The purpose of this indicator is to assist the individual to think about their current work preferences and in particular, their interest in accelerating or 'fast-tracking' their career at present. It may be that 'career acceleration' is not right for them just now. This report is intended to facilitate a productive and open discussion with the individual and their manager / mentor or coach about current or future career options.

Career Stage



This dimension identifies the current career stage, which is not necessarily time tested. Moving through early career stages to Growth and Establishment phases. Those later in life can be at Mastery or Late stage career phases. However, note that if the individual has made a radical career change mid-life they could still be in Growth or Establishment phases later in life.

Results

Early/ Growth Career Stage

<g>g> responses match with those who are in an early stage of their career. Early & growth stage individuals tend to be relatively new to the workforce, generally with under 3 years working experience. This is a time of steep learning curve when there will be focus on finding their way around the organisation, understanding the intricacies of business and organisations, beginning to understand organisational policies both formal and informal. While individuals can often be eager for additional responsibility and career acceleration, it is important to ensure they have mastered the key skills of their chosen path before moving too quickly.

Questions to ask

- How confident do you feel in your current role?
- What are your primary learning and competency development needs now?
- What skills do you need to gain a sense of mastery in your role?
- What knowledge do you need?
- What contacts or advisors would help you?