

Career development survey

Please leave your name off. Answer about your own career here as it is today, not as it ought to be.

Team _____

Date _____

For each statement, tick one box from 1 (strongly disagree) to 5 (strongly agree).

STATEMENT	STRONGLY DISAGREE					STRONGLY AGREE				
1 I can see a realistic next step for my career here.	1	2	3	4	5					
2 I know what it takes to get a bigger role here.	1	2	3	4	5					
3 My manager helps me turn my goals into next steps.	1	2	3	4	5					
4 My current work builds skills for my next role.	1	2	3	4	5					
5 I can make time to learn during my working week.	1	2	3	4	5					
6 I hear about open roles here before they are filled.	1	2	3	4	5					
7 Promotion decisions here are made fairly.	1	2	3	4	5					
8 In two years, I expect to still be growing here.	1	2	3	4	5					

9 When did you last talk with your manager about your career, not just your current work?

☐ In the last month ☐ 1 to 6 months ago ☐ 6 to 12 months ago ☐ Over a year ago ☐ Never

10 Which of these would help your career most in the next year? (tick all that apply)

☐ Harder projects ☐ A course ☐ A mentor ☐ A team move ☐ A clear path up ☐ More feedback

11 Where would you like your career to be in two years?

12 What is one thing this organization could do that would help your career most?

Thank you for your time and your candid answers.

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Optional questions (1 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

Learning and training

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
13 Training on offer here fits the work I want next.	1	2	3	4	5
14 Feedback I get helps me grow, not only fix mistakes.	1	2	3	4	5
15 I know how to ask for course funding or study time.	1	2	3	4	5
16 How do you prefer to learn a new work skill?					
☐ With a colleague ☐ A course ☐ Online, own pace ☐ A mentor or coach ☐ Reading					
17 Do you have a mentor or coach at work?					
☐ Yes, and it helps ☐ Yes, rarely meet ☐ No, would like one ☐ No, not needed					

Promotion and moving roles

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
18 A move to another team here would help my career.	1	2	3	4	5
19 I know how to apply for a role in another team.	1	2	3	4	5
20 My manager would back me applying for another team.	1	2	3	4	5
21 If your next step is not available here, what would you most likely do?					
☐ Wait for it ☐ A sideways move ☐ Retrain here ☐ Look outside ☐ Not sure					
22 How long do you expect to stay in your current role?					
☐ Under a year ☐ 1 to 2 years ☐ 3 to 5 years ☐ Over 5 years ☐ Not sure					

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Optional questions (2 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

Before a career conversation (named)

23 Which parts of your work give you the most energy right now?

24 Which kind of move interests you most at the moment?

☐ A step up ☐ A move across ☐ Deeper expertise ☐ More scope here ☐ Not sure yet

25 What would you like to be known for here a year from now?

26 What would you like to learn in the next six months?

27 Who here would you like to learn from or work alongside?

28 What could get in the way of these plans, at work or outside it?

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Optional questions (3 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

About you (optional)

29 How long have you worked here?

☐ Under a year ☐ 1 to 2 years ☐ 3 to 5 years ☐ 6 to 10 years ☐ Over 10 years

30 Which best describes your role?

☐ Individual contributor ☐ Team lead ☐ Manager ☐ Senior leader ☐ Prefer not to say

31 Where do you mostly work?

☐ On site ☐ Hybrid ☐ Remote

For managers (managers answer)

STATEMENT	STRONGLY DISAGREE			STRONGLY AGREE	
32 Each person on my team had a career talk this year.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
33 I know what each person on my team wants to do next.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
34 I have enough time to develop the people I manage.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
35 I get credit here when my people move up or across.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
36 What would help you develop your team more?					

Thank you for your time and your candid answers.

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