

Career development survey results

Team _____

Date _____

Number of answers _____

Tally how many employees ticked each box. Percent agree = (number of 4s + number of 5s) divided by the total, times 100.

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

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

Strengths

The two statements with the highest percent agree.

Fix first this year

The two statements with the lowest percent agree.

What the open answers say

Sort the comments into three or four themes.

You said, we will

What staff told us about careers here, and the two changes we are making.
