

# Career Development Mapping

2 hours

Team Collaboration

Beginner

Map career paths before people leave for clearer opportunities elsewhere. Career development mapping helps individuals and teams visualize growth trajectories,...

## H HOW TO RUN

### 1 Map Current Role 20 min

- Individual exercise: Write current role responsibilities, skills used daily, projects worked on, impact delivered. Be specific. This baseline shows where you are now before planning where you're going.

### 2 Identify Target Roles 30 min

- What roles interest you in 2-3 years? Be specific: "Senior Designer" or "Product Lead" or "Design Manager." Research what these roles actually do. Don't limit to linear promotion - lateral moves and specialty paths are valid. Pick 2-3 target roles to explore.

### 3 Gap Analysis 40 min

- For each target role: What skills do they need that I don't have? What experiences? What knowledge? What relationships? Create gap list. Be honest - gaps aren't failures, they're development opportunities. Most gaps are closeable with intentional effort.

### 4 Create Development Plan 30 min

- For priority gaps: How can I develop this skill? What projects could give me this experience? Who could mentor me? What training exists? Create concrete actions with timeframes. "Learn system design" is vague. "Lead architecture discussion for Q2 project" is actionable.

#### KEY TIP

\*Organizational Reality\*\*

## O OBJECTIVES

- > Create clear picture of career progression options
- > Identify skills and experiences needed for advancement
- > Make implicit growth paths explicit and accessible
- > Support individual career planning with organizational context

## M MATERIALS

- Career path frameworks if organization has them
- Role descriptions for target positions
- Skills assessment templates
- Development resources catalog
- Individual reflection materials

## P PARTICIPANTS

2-3

## F FACILITATOR NOTES

#### REMEMBER

- Some development paths don't exist in current organization.
- Sometimes right path requires leaving.
- Better to acknowledge this than pretend all paths exist internally.
- \*Skills vs. Exposure\*\*