

Career Development Survey Template

All questions are optional. Select one answer for each choice question.

Write your answers to the open questions in the space provided.

Think about the next six months of your working life. Share the development priorities you are comfortable discussing. These answers support planning and do not guarantee a role change or funded opportunity. All questions are optional.

1. What kind of development would you most like to focus on?

- ☐ Deepening expertise in my current work
- ☐ Taking on new responsibilities
- ☐ Developing leadership skills
- ☐ Exploring a different kind of role
- ☐ Building a transferable skill
- ☐ Another focus
- ☐ Not sure yet
- ☐ No development priority right now

2. What specific skill or experience would you like to develop?

3. How clear are the development opportunities currently available to you?

- ☐ Very unclear
- ☐ Somewhat unclear
- ☐ Neither clear nor unclear
- ☐ Somewhat clear
- ☐ Very clear
- ☐ I am not aware of any opportunities

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4. How easy is it for you to access useful development support?

- ☐ Very difficult
- ☐ Somewhat difficult
- ☐ Neither difficult nor easy
- ☐ Somewhat easy
- ☐ Very easy
- ☐ I have not tried to access support

5. Which type of support would be most useful for your next step?

- ☐ Practice on a new work assignment
- ☐ Mentoring
- ☐ Coaching
- ☐ A course or workshop
- ☐ Time for independent learning
- ☐ A career conversation
- ☐ Another type of support
- ☐ Not sure

6. What is the main barrier to working on your development goal?

- ☐ Time or workload
- ☐ Unclear opportunities
- ☐ Cost or funding
- ☐ Approval or access
- ☐ Unclear career direction
- ☐ Another barrier
- ☐ No major barrier
- ☐ Not sure

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7. What would be a useful first step over the next six months?
