

Career Path Clarity Survey Template

All questions are optional. Follow each question's directions.
Write your answers to the open questions in the space provided.

1. How clear are the possible next roles available to you in this organization?

- ☐ Very clear
- ☐ Somewhat clear
- ☐ Neither clear nor unclear
- ☐ Somewhat unclear
- ☐ Very unclear
- ☐ I am not sure

2. Which direction are you most interested in exploring during the next 6 to 12 months?

- ☐ Deeper expertise in my current field
- ☐ People leadership
- ☐ Project or program leadership
- ☐ A different function
- ☐ A broader version of my current role
- ☐ No change right now
- ☐ I am not sure

3. Which part of a possible next move is least clear?

- ☐ Required skills
- ☐ Required experience
- ☐ Performance expectations
- ☐ Qualifications or credentials
- ☐ How opportunities are filled
- ☐ Everything is clear enough
- ☐ I am not sure

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4. What access do you currently have to career guidance?

- ☐ A regular manager conversation
- ☐ A mentor or career adviser
- ☐ Guidance is available but not scheduled
- ☐ I do not know where to get guidance
- ☐ No guidance is available
- ☐ I prefer not to say

5. Do you see a realistic opportunity to build relevant experience in the next six months?

- ☐ Yes, a specific opportunity
- ☐ Possibly, with support
- ☐ Not yet
- ☐ I am not seeking one now
- ☐ I am not sure

6. Which support would be most useful next?

- ☐ A role and skills map
- ☐ Examples of career moves
- ☐ A manager conversation
- ☐ A mentor conversation
- ☐ A stretch project or shadowing
- ☐ A learning resource
- ☐ Another support

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7. What one question about your career path would you most like answered?
