



Elaine Lawther

From Edinburgh

Was an accountant

Now a project manager

What are “career conversations”?

What tools can I use to help me have a good conversation?



What are “career
conversations”?



Meaningful discussions between you and your manager about your career



A focus on where you are, where you're going and where you want to be



A chance to look at and plan for your future career and take ownership of where you go next











Looking back

What has been your best job ever?

What made it the best?





Looking back

Was there anything you didn't like?

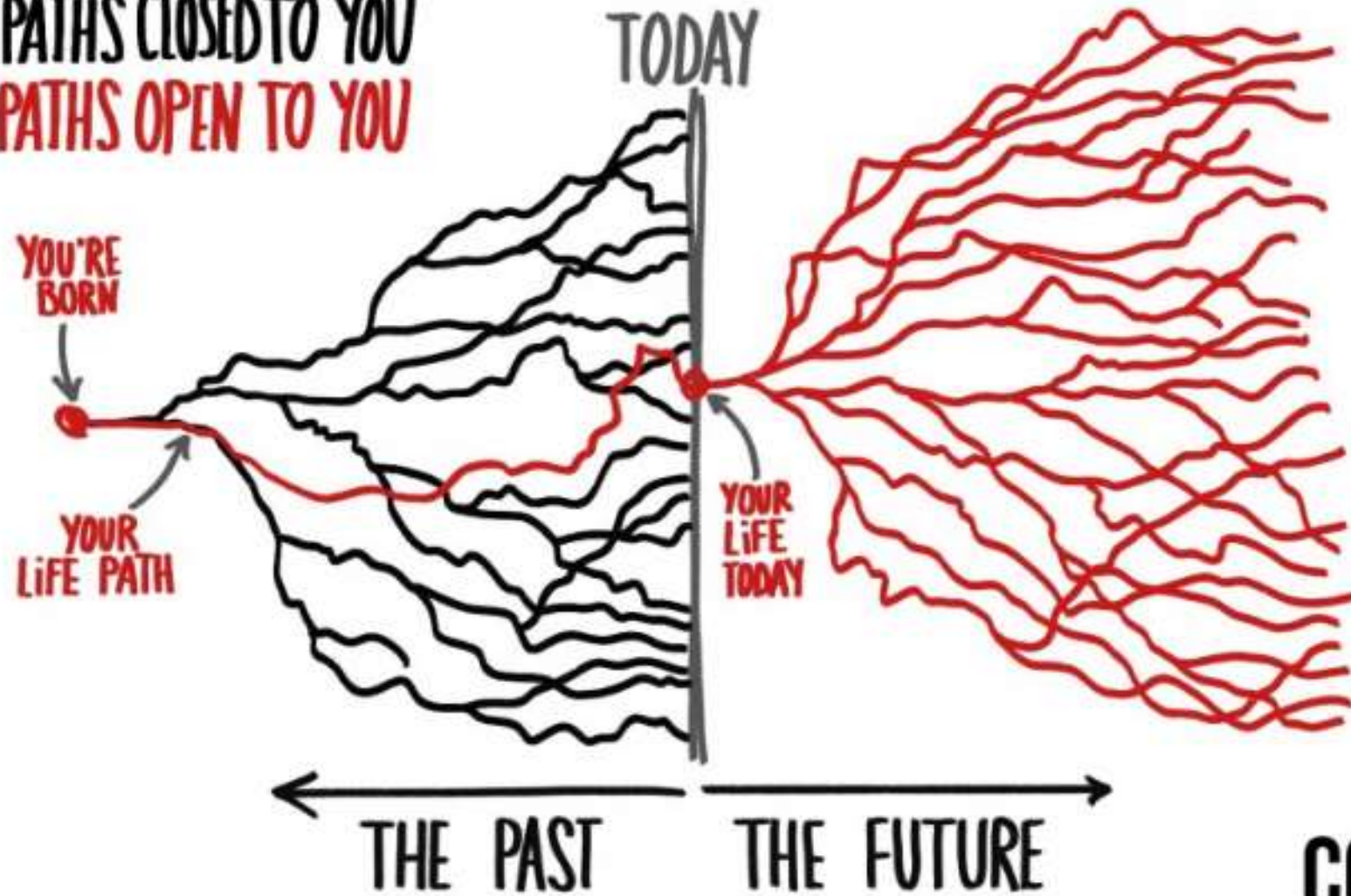
What would have made it even better?



“The most common way people give up their power is by thinking they don’t have any”

Alice Walker

■ = LIFE PATHS CLOSED TO YOU
■ = LIFE PATHS OPEN TO YOU



**CORPORATE
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Looking forward

What would you like to be different?

What do you not want to lose?





Looking forward

Are you ready to “move”?

Who can help you?



What tools can I use to help
me have a good
conversation?



What matters to you?

What are your “anchors”*?

Be ready to share them



* Schein's Career Anchors

Career Anchor Descriptions

You can now interpret your scores by reading the descriptions in the following section. The highest score indicates your preferred career anchor. The letters at the top of the scoring sheet refer to the Career Anchor headings as follows:

TF	Technical and Functional
GM	General Management
AU	Autonomy and Independence
SE	Security and Stability
EC	Entrepreneurial Creativity
SV	Service and Dedication to a Cause
CH	Pure Challenge
LS	Life Style



PLANNING



Learning Plan

Are your skills at the level you need?

Are you open to learning?

Who can help you?





Support Workforce Hub

Support Workforce Hub

A shared space for Business & Administration and Estates & Facilities learning resources.

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Education Pathways

Education Pathways

Add to favourites

The Education Pathways are designed to help staff become aware of learning and qualifications that are appropriate for their role, career development and service needs. It supports succession and workforce planning in the support workforce across NHSScotland.

Here you will find the Education Pathways and guidance on how to use them.

Introducing the Education Pathway and guidance



View the Education Pathway for Business and Administration



View the Education Pathway for Estates and Facilities



How to use the Education Pathways



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