The Career Compass
Building Career-Ready Professionals for the Real World of Work.

Career Growth Self-Assessment

Pause. Reflect. Decide Your Next Move.

Who is this for? Early-career and working professionals

Purpose: Assess current direction, capability and next career move.

Where Am I Now?

☐ I can describe my current role and responsibilities.

☐ I understand how my work contributes to the organisation.

☐ I know what I do well.

☐ I know where performance needs improvement.

Skills & Capability

☐ My technical/functional skills are improving.

☐ My communication and collaboration are improving.

☐ I am developing problem-solving and decision-making.

☐ I am becoming more independent.

☐ I have at least one capability that makes me more valuable than a year ago.

Performance & Visibility

☐ I understand what success looks like.

☐ I have evidence of meaningful contributions.

☐ I discuss expectations and priorities with my manager.

☐ I ask for feedback.

☐ My work is visible to the right people.

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Career Direction

☐ I know what I would like to learn next.

☐ I have considered the role I could target next.

☐ I understand the skills required.

☐ I am building relevant experience before seeking only a title change.

☐ I am not making a career move solely because of frustration or comparison.

Next 12 Months

☐ I have identified 2–3 career priorities.

☐ I know which skill to strengthen first.

☐ I know which experience to gain.

☐ I have identified people who can guide or give feedback.

☐ I have a simple 90-day action plan.

My Next 3 Actions

1. _____

2. _____

3. _____

Career Compass reminder: A compass provides direction. It does not walk the journey for you.