

Career Mapping Series

When speaking with your leader about your career, you want the time to be as productive as possible. You've written down goals and defined a roadmap for what you want your career to look like, but now you need to sit down with your leader for his or her input. Do you know where to start?

Be prepared. Even if you don't present an agenda, you still need a plan. What do you plan to accomplish as a result of this conversation? Are you ready for your next promotion or do you want to plan your next 1-3 years? Have you heard of managing up? Managing up seems counterintuitive but it's simple- do your part to make your leader's job easier. This also applies to making it easier for them to help you succeed. It even comes with benefits:

1. Build stronger relationships
2. Demonstrate your ability to lead
3. Set yourself up for long term success

Before scheduling time with your leader, do you know their goals personally and professionally? What makes them tick? What is their master plan, and do you have a role? Considering what they are trying to accomplish can be very beneficial in aligning and even shifting their perceptions to help you achieve your goals. If you set mutually beneficial goals, you might want to put those on the top of the list. If you are not sure of their master plan, that's ok, but you should at least have a gauge on what they think you are capable of before bombarding them with demands for C-suite titles.

If this is your first career conversation with your leader, unless you asked them for feedback when setting goals or defining your roadmap, send those over before scheduling a conversation. See if they feel your goals are reasonable and achievable. Getting this done upfront will lighten the pressure you feel to sell and allow you to refine your plan with someone who can make it a reality.

Knowing how to communicate with leadership is a critical skill. If you do it early and often, you might even see your leader turning to you for advice.

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Step 3
**Approach leadership
about your roadmap**