



# The Career Optimiser

## PERFORMANCE AND GROWTH

Think of managing your career as managing your ability to perform in different roles

- In your current role, you can either be trying to meet expectations (remedial) or push the possibilities of what the role can achieve (aspirational)
- For your career progression, you are preparing yourself to be ready to meet the performance expectations of the new role as quickly as possible once in the role, and be able to demonstrate this readiness to gain access to the opportunity

### Perform

**Make the most of the experiences in your current role**

- *Meet the expectations of your team members, your manager, your function, the organisation and the industry profession your role represents*
- *Maximise the development value you can personally extract from the unique experiences offered by the role and the context of performance*

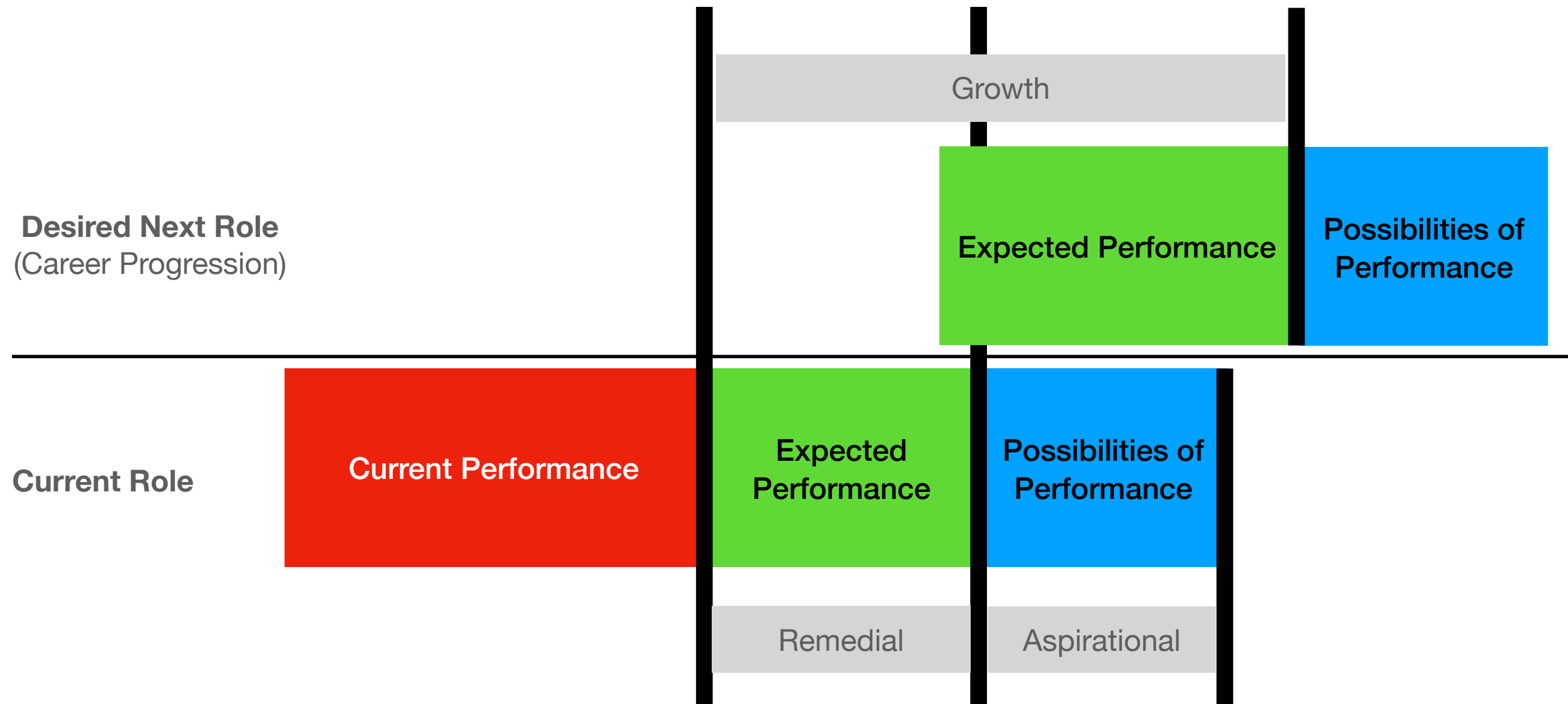
### Grow

**Make the most of the unique context of roles and experiences to develop all the dimensions of professional capabilities**

- Identify next role opportunities that align to your areas of interests and known strengths and challenge you to grow

OR

- Identify next role opportunities that expose you to new experiences that will help you identify and validate your areas of interest and strengths (especially early on in your career)





# Career Optimiser

## Overview of the Framework

### KEY ELEMENTS

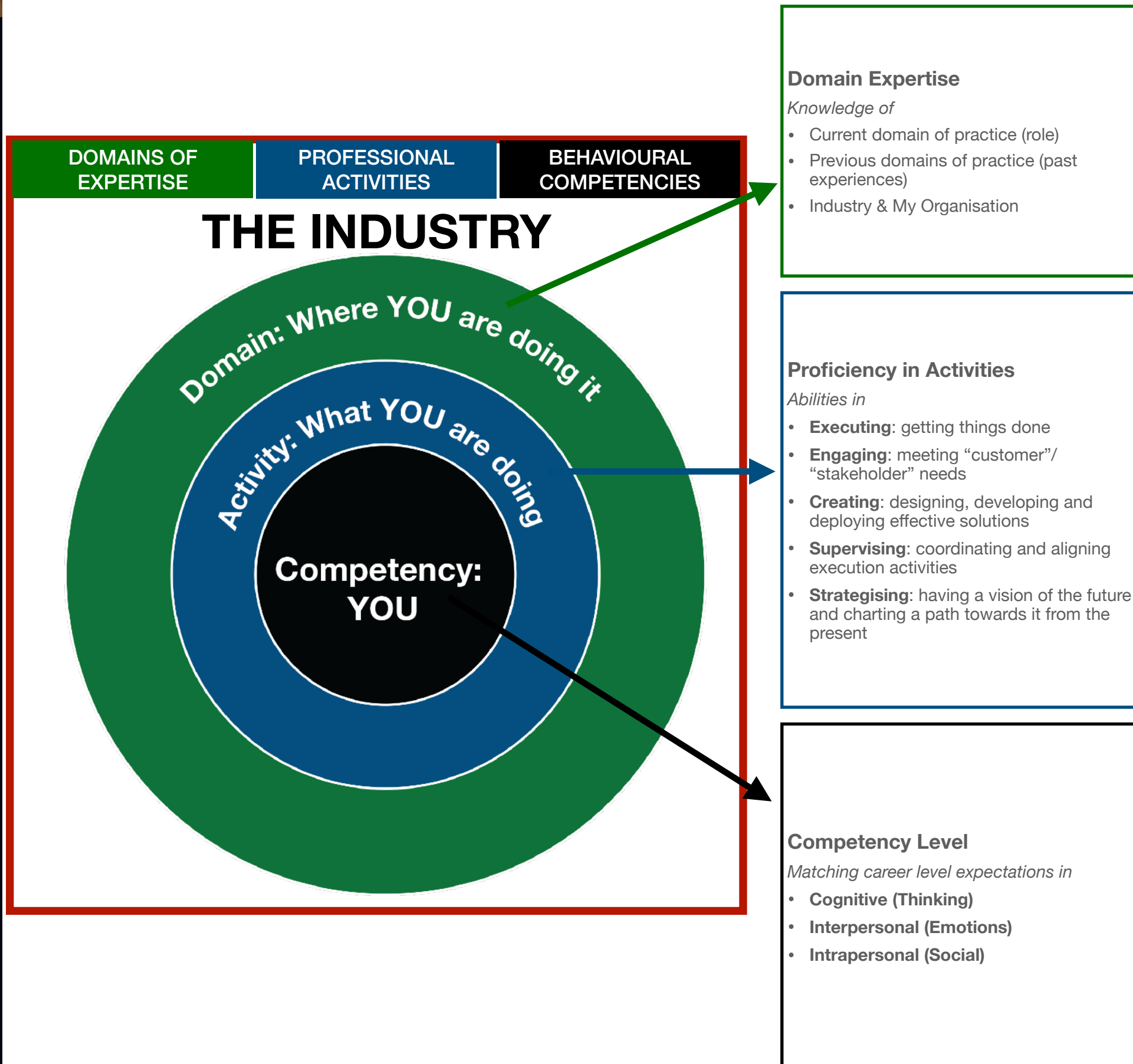
*Giving you a solid foundation on which to base your professional development and career management decisions*

#### Elevates experience of daily work activities

- From performing activities **just to finish** (complete) them
- To performing activities **to achieve results** - professional athlete-level practising to attain mastery

#### Reveals more meaningful connections between roles

- From comparing job titles/pay potential to comparing dominant activity types and problems to be solved (results)
- From just looking at grade promotion to seeking greater accountability for specific outcomes and results requiring higher proficiency in specific activities and domain expertise



### Development Actions

#### Experience

*Learn by Doing*

- How I extract knowledge from my experiences and master skills from my daily activities (practice)

#### Performance Support

*Improve my Productivity, Get Answers, Find & Follow Guides*

- Where and how I get guidance for various tasks from others who have done it before

#### Education

*Understand the Concepts & Principles, Apply Across Situations*

- What and how I study to broaden and deepen my understanding of domains, activities and competencies so I can recognise and adapt to changing contexts



# Guide

Role: \_\_\_\_\_

## KEY ELEMENTS

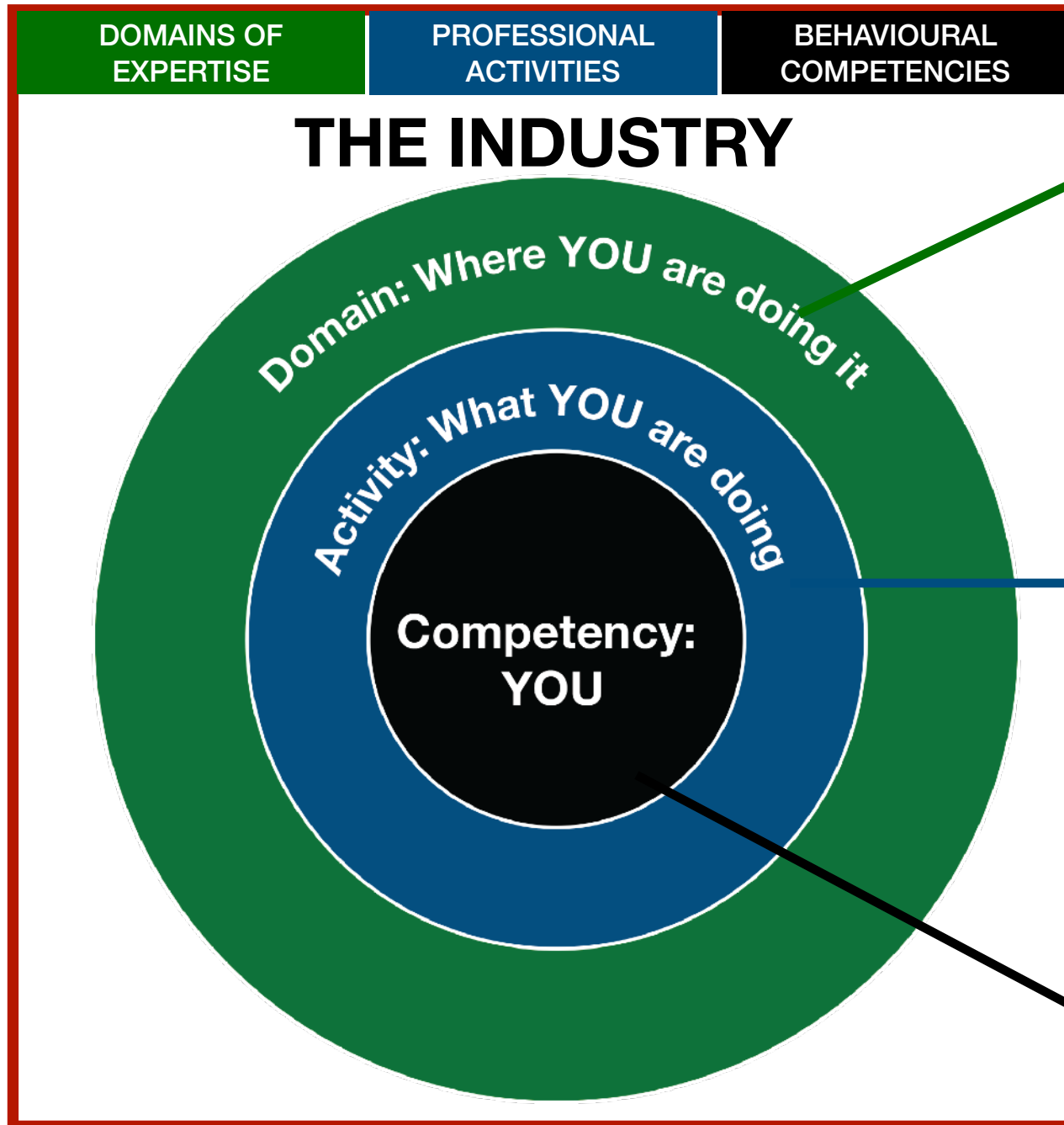
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### Domain Expertise to Develop

My knowledge of

#### **The Domain Areas you want to work Develop**

Research and reflect on the listed domain expertise areas on the profile and then:

**For Current Role:** See if developing any will have any impact on your Performance

**For Next Role:** Identify the new domains that you need to develop

### Proficiency in Activities to Develop

My abilities in

#### **The Professional Activities you want to Develop**

Reflect on the activity descriptions and outputs/deliverables and

**For Current Role:** See if developing any will have any impact on your Performance

**For Next Role:** Identify the new activities, outputs/deliverables that you need to learn how to do

### Competencies to Develop

1. -

#### **The Behavioural Competencies you want to Develop**

2. - Reflect on the description of each behavioural competency and reflect on

**For Current Role:** if working on any of the competencies will have an impact your performance

3. -

**For Next Role:** Identify if and how the difference will impact you confidence and level of comfort demonstrating the behaviours (especially if the next role includes career level change)

## Development Actions

### Experience

Learn by Doing

Refer to development guide

For this, have a look at professional activity details - activity descriptions and output/deliverables

### Performance Support

Improve my Productivity, Get Answers, Find & Follow Guides

Refer to development guide

For this, have a look at the learning recommendations and pay attention to digital learning or skill workshops

### Education

Understand the Concepts & Principles, Apply Across Situations

Refer to development guide

For this, have a look at the learning recommendations



# Me in My Current Role

Role: \_\_\_\_\_

## KEY ELEMENTS

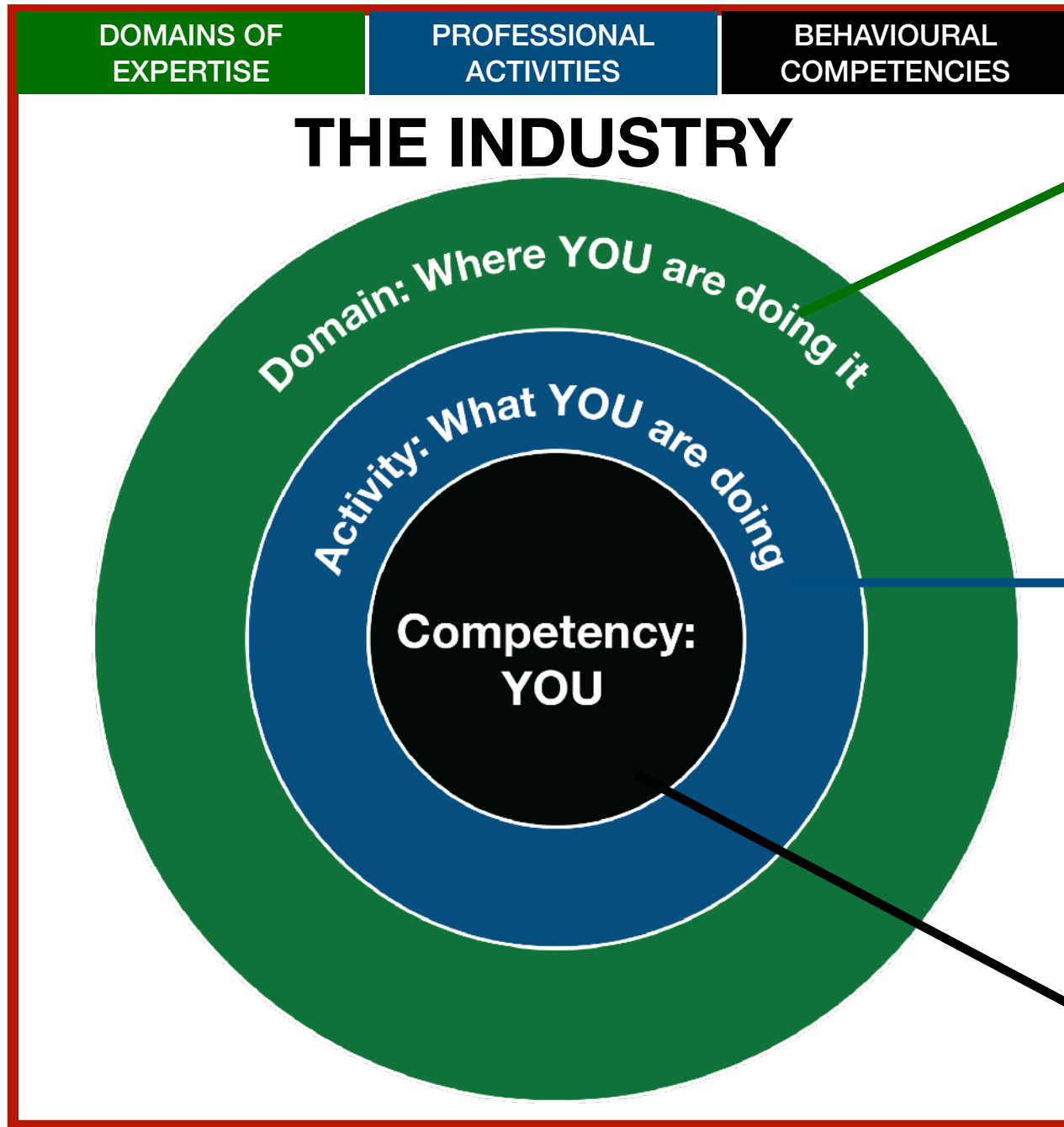
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### Domain Expertise to Develop

*My knowledge of*

### Proficiency in Activities to Develop

*My abilities in*

### Competencies to Develop

1. -
2. -
3. -

## Development Actions

### Experience

*Learn by Doing*

### Performance Support

*Improve my Productivity, Get Answers, Find & Follow Guides*

### Education

*Understand the Concepts & Principles, Apply Across Situations*



# My Next Role Option 1

Role: \_\_\_\_\_

## KEY ELEMENTS

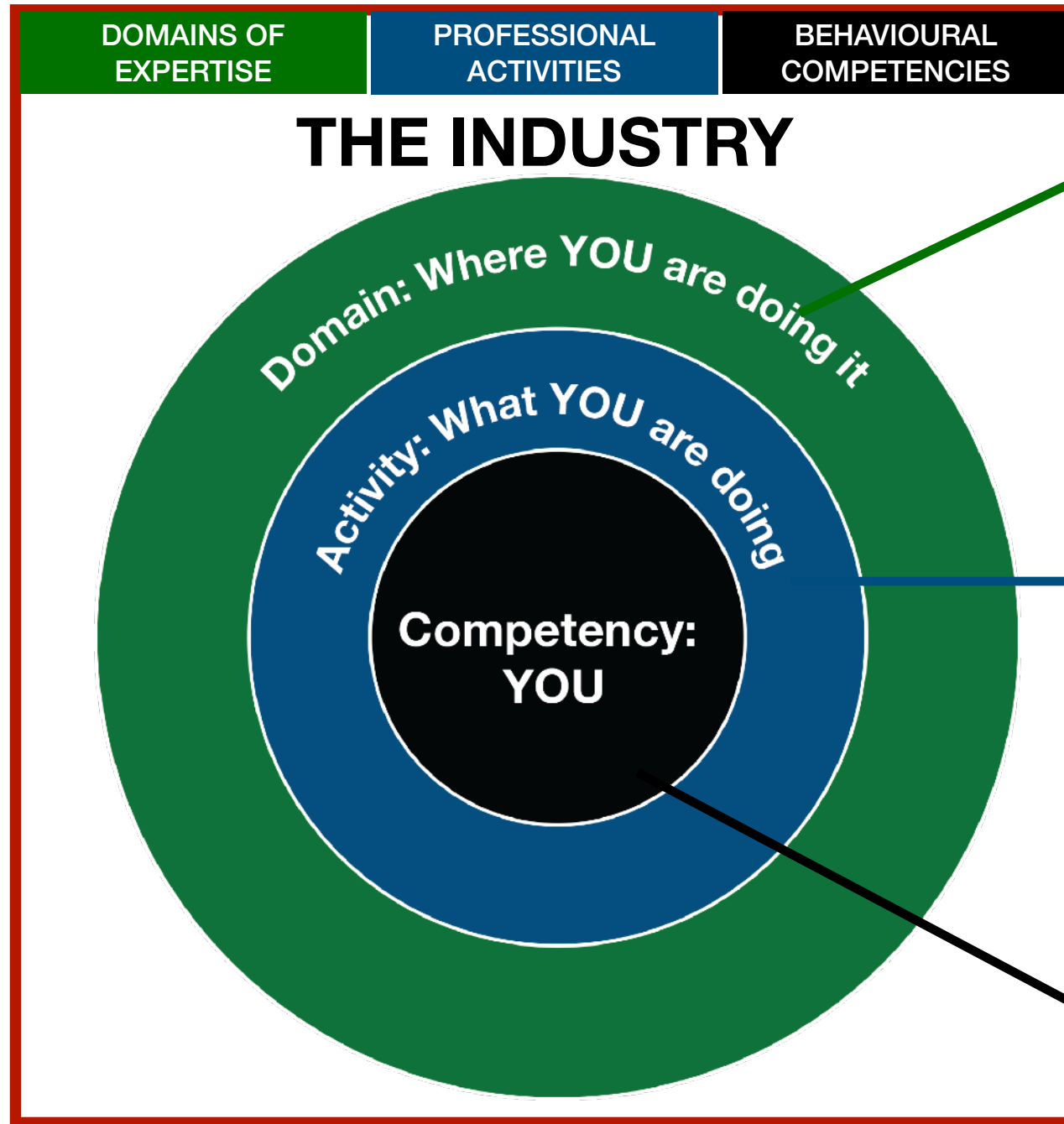
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### Domain Expertise to Develop

*My knowledge of*

### Proficiency in Activities to Develop

*My abilities in*

### Competencies to Develop

1. -
2. -
3. -

## Development Actions

### Experience

*Learn by Doing*

### Performance Support

*Improve my Productivity, Get Answers, Find & Follow Guides*

### Education

*Understand the Concepts & Principles, Apply Across Situations*



# My Next Role Option 2

Role: \_\_\_\_\_

## KEY ELEMENTS

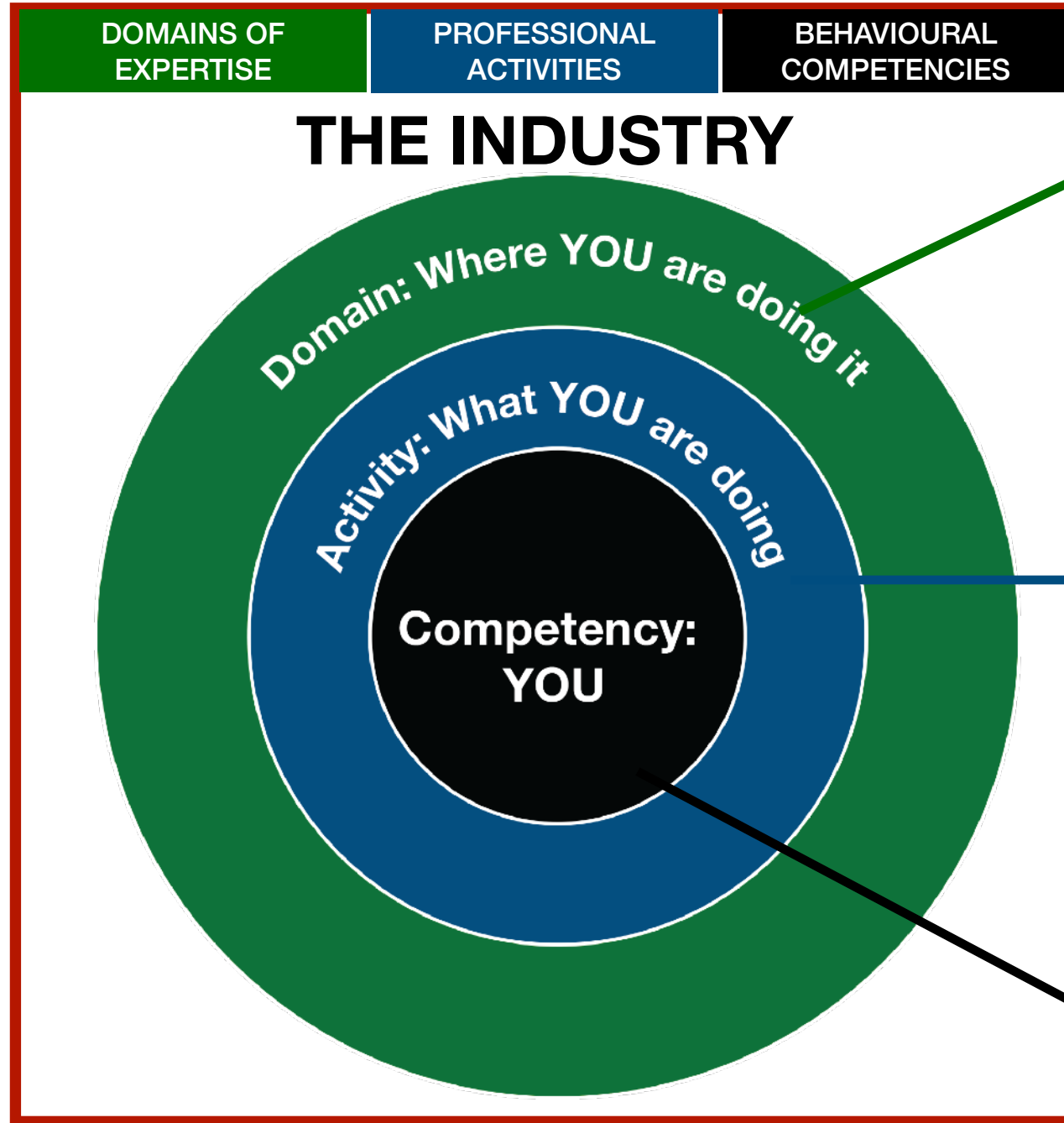
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### Domain Expertise to Develop

*My knowledge of*

### Proficiency in Activities to Develop

*My abilities in*

### Competencies to Develop

1. -
2. -
3. -

## Development Actions

### Experience

*Learn by Doing*

### Performance Support

*Improve my Productivity, Get Answers, Find & Follow Guides*

### Education

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# Me in My Current Role

Role: \_\_\_\_\_

Development Priorities		Development Actions		
		Experience <i>Learn by Doing</i>	Performance Support <i>Improve my Productivity, Get Answers, Find &amp; Follow Guides</i>	Education <i>Understand the Concepts &amp; Principles, Apply Across Situations</i>
<b>Domain Expertise to Develop</b> <i>My knowledge of</i>				
<b>Proficiency in Activities to Develop</b> <i>My abilities in</i>				
<b>Competencies to Develop</b>				

# My Next Role Option 1

Role: \_\_\_\_\_

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		Experience <i>Learn by Doing</i>	Performance Support <i>Improve my Productivity, Get Answers, Find &amp; Follow Guides</i>	Education <i>Understand the Concepts &amp; Principles, Apply Across Situations</i>
<b>Domain Expertise to Develop</b> <i>My knowledge of</i>				
<b>Proficiency in Activities to Develop</b> <i>My abilities in</i>				
<b>Competencies to Develop</b>				



# My Next Role Option 2

Role: \_\_\_\_\_

Development Priorities		Development Actions		
		Experience <i>Learn by Doing</i>	Performance Support <i>Improve my Productivity, Get Answers, Find &amp; Follow Guides</i>	Education <i>Understand the Concepts &amp; Principles, Apply Across Situations</i>
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