

## CONCEPTS & LEARNINGS:

- No one is as focused on your success as you are; it is your responsibility to plan and manage your career
- Ask for what you want, and communicate your goals broadly. Your organization may have another plan in mind for you
- When asked about your career goals, have an answer! It is okay if your desired path changes
- Develop a statement about your strengths, your interests, and where you are going, and commit it to memory
- When developing your career plan:
  - Seek input and advice through informational interviews
  - Define the required skills and experiences for desired positions
  - Pursue projects, courses, etc. to close skill or experience gaps
- Take stock of your values—What is most important to you, what trade-offs are you prepared to make, and what will you not compromise on?
- Consider what your work ‘preferences’ are—travel, customer contact, technology, etc. Be clear on what you like about your work and assess potential opportunities against those preferences
- Record your goals and timelines, and hold yourself accountable to your plan

## AT THIS STEP

### Program Timeline - Reflection & Gratitude

As we prepare for the final month of your Percepta experience, it is essential to consider the progress you have made to date and the things you still hope to achieve. What is different about you today? How have you grown? What do you still want to accomplish? And, how have you shown gratitude to all those that have helped you on your journey?

At our closing session, you will take time to reflect on all of these thoughts, celebrate your successes, and prepare to share these outcomes with your manager and/or sponsor.

### So, ask yourself...

- In what ways have I grown or changed my behaviors?
- What am I doing differently today that I wasn't doing before this experience?
- How has my organization benefitted from the time I have spent in Percepta?
- What new role or stretch assignment am I better positioned for today?
- How has my Mentee group and Mentor supported my growth?

Share your reflections with your Mentee peers and Mentor, and be intentional about making the most of the time you have remaining!

*“Reflection—Looking back  
so that the view looking forward is even clearer.”*

- Unknown

## PREPARING FOR STEP SIX

*Building Credibility & Influence - Wednesday, March 19, 1:00-3:00 P.M. ET*

Take some time to think through:

- When you hear someone in your organization referred to as being “influential,” what characteristics come to mind? Do you consider yourself to be influential? What outcomes would you like to influence?
- Would others think of you as being credible? Do you have specific areas of expertise?
- Who are the key people in your network? At your level? Above and below your level?
- Describe someone in your organization who is a great communicator. What causes you to think of them?