



# Career Pathing Roadmap

Five checkpoints to reach your career pathing destination

## What is career pathing?

Career pathing is a structured, comprehensive development plan that helps employees visualize their career growth within the company. If you're looking to reduce turnover, here are 5 checkpoints for you to consider:

### 1 Create a schedule

We recommend using a 12-month timeframe and break it down into three-month periods. As each three-month period comes to an end, you should sit with your direct report to highlight wins, and carry-over items that didn't get mastered in the previous 3-month window.

### 2 Discuss competencies needed to succeed

This is the *how* of the job. This discussion should center around core competencies, for example, leadership, team focus, communication and collaboration.

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### 4 Define required skills

These skills make up the *what* of the job. This discussion should center around outcomes and skills that excite and inspire your direct report.

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### 5 Articulate desired outcomes

These desired outcomes should reflect the growth of the competencies and skills the employee needs to develop and should be accomplished within a three-month timeframe.

### 5 Implement career pathing

Managers should brainstorm checkpoints 2 and 3 with the employee in an initial meeting. Ask the employee if they have anything they'd like to add to the list, and schedule the follow-up meetings over the next 12-months.

## Why should I implement career pathing?

The process of career pathing formalizes your expectations and wishes, along with your employee's aspirations. It gives you a blueprint for how to grow your people and helps get everyone on the same page. Overall, these discussions will engage and motivate your employees and the growth of your organization as a whole.

Employee retention should be an essential priority for all organizations.

Let us help you track the metrics!

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