

Effective Career Conversations With Your Manager

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SUMMARY

The speaker emphasizes the importance of having a structured career conversation with a manager, advocating for the use of a "working backwards" tool to clarify career progression. By outlining specific goals and expectations for the next nine months, employees can create a roadmap for their advancement while ensuring alignment with their manager.

- *Initiate a career conversation with your manager for clarity on your career path.*
- *Propose creating a "working backwards" view to outline what success looks like at the next level.*
- *Define specific impact, outputs, and visibility goals for the next nine months.*
- *Seek your manager's permission to share a draft of the working backwards view in a future one-on-one.*
- *Frame questions in a way that leads to affirmative answers from your manager.*
- *Use the conversation to foster collaboration and alignment on career objectives.*

the main thing I'll share here is you want to use the working backwards tool what you want to do is you want to have a career conversation with your manager and at the end of that career conversation what I want you to say to your manager is this was super helpful thank you for taking the time this gives me a lot of clarity I feel like what would give me even further Clarity is if we created a working backwards view of

what it would look like for me to be at this next level and so perhaps I can take the action item to create that working backwards view of where do I need to be 9 months from now impact wise outputs wise and visibility wise what you want to then do is you want to create some artifact But first you want to get your manager's permission which is like is it okay if in our next one-on-one I shared a draft working

backwards view of what it might look like so we could work together on it ask questions where the answer is a foregone conclusion right so the only answer they can give is yes