

Your For-Good Career Validation Board

YOUR COMMUNICATION AND LEADERSHIP STYLE

In person or virtual?
Structured or unstructured?
Written or spoken?
One-on-one or a group?

YOUR PURPOSE

What causes motivate you?
Do you need to see and “feel” the impact, or can you be removed?
Do you need to be responsible for impact, or can you be operational?

ORGANIZATION'S PURPOSE

Does the organization's purpose align with yours?
Does the organization have roles that allow you to see impact of your work?
Is there a place for your skills on the delivery and/or operational side?

SKILLS YOU ARE MASTERING

What are you best at?
What do you want to learn?
Do you want to be a manager or “individual contributor”?

SKILLS NEEDED IN ORGANIZATION

Does the organization have a place for your current skills?
Does the organization have a method for helping you develop?
Is there a future place for you in the organization?

AUTONOMY YOU DESIRE

What does autonomy mean to you?
How important is setting your own goals?
How important is it to have a clear definition of a role vs. ambiguity?
Do you actively pursue getting feedback?

ORGANIZATION'S STRUCTRE

Does the organization reward autonomy?
What are goal setting and review periods like?
How clearly defined are roles? Is it common for people to initiate work?
How is 360 degree feedback encouraged and managed?

MANAGEMENT AND COMMUNICATION STYLES WITHIN THE ORGANIZATION

What are the most common communications styles?
What is the management style within this company?
Will your direct manager help you develop and provide autonomy?
Is the company innovative to improve efficiency for its employees

Your For-Good Career Validation Board

YOUR COMMUNICATION AND LEADERSHIP STYLE

YOUR PURPOSE

ORGANIZATION'S PURPOSE

SKILLS YOU ARE MASTERING

SKILLS NEEDED IN ORGANIZATION

AUTONOMY YOU DESIRE

ORGANIZATION'S STRUCTRE

MANAGEMENT AND COMMUNICATION STYLES WITHIN THE ORGANIZATION