

# Provide Career Path Support to Peers

Providing career path guidance and support to peers can increase their engagement by as much as 13%.

While career path support is not something you'll constantly need to provide to peers, it's important to be aware of the help you, as a peer, can provide to your colleagues when the opportunity arises.

## Understand Your Peers' Career Aspirations

In order to provide valuable career path support to peers, it is critical to have an accurate understanding of their needs and interests. When considering what career path support or information you might be able to provide to your peers, consider the following questions to ensure you have an accurate understanding of their needs and interests.

Is my peer...

- ...interested in a particular position at the organization?
- ...interested in progressing within his/her current function, or another function?
- ...interested in a move that requires different skills, or a new application of existing skills (i.e., a role that is different in kind, or a similar role in a different function or business unit?)

## Identify Opportunities to Provide Support

The following are three key areas where you may be able to provide valuable career support to your peers.

Contacts	Guidance/Advice	Coaching/Development
<p>You can connect peers with members of your network who:</p> <ul style="list-style-type: none"> <li>✓ Know of available opportunities</li> <li>✓ May be able to provide access to future opportunities</li> <li>✓ Have made the career step or transition your peer is considering</li> <li>✓ Can provide coaching in key areas of development needed to</li> </ul>	<p>You can provide peers with:</p> <ul style="list-style-type: none"> <li>✓ Information about available opportunities you've heard about</li> <li>✓ Advice based on your experiences, in areas such as:               <ul style="list-style-type: none"> <li>• What opportunities are most valuable</li> <li>• Who is important to connect with</li> </ul> </li> <li>✓ Valuable guidance you have received from others</li> </ul>	<p>You can provide peers with:</p> <ul style="list-style-type: none"> <li>✓ Access to projects that will develop critical skills</li> <li>✓ Informal feedback on progress against development goals</li> <li>✓ Coaching in areas where you have experience or expertise</li> <li>✓ Tools and resources that could help them develop critical skills</li> </ul>

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## Key DOs and DON'Ts for Peer-to-Peer Career Path Support

### Do:

- ✓ Have informal conversations with your peers about their aspirations
- ✓ Seek out and be receptive to career guidance and support from your peers
- ✓ Provide any relevant advice and guidance based on your experiences
- ✓ Refer peers to contacts who can provide relevant guidance or opportunities
- ✓ Provide any relevant coaching or support given your areas of expertise

### Don't:

- ✓ Press peers for information they are not comfortable sharing
- ✓ Assume your peers are comfortable with you sharing their career aspirations with their managers
- ✓ Provide advice/guidance based on rumor or hearsay (e.g., regarding available opportunities, necessary experiences); instead, refer your peer to contacts who may have more accurate or reliable information
- ✓ Pass judgment on the value or feasibility of peers' career aspirations