

The Performance Journey is a three-step tool for capturing and building upon an individual’s strengths and success.

SUMMIT Isolate moments of professional peak (career and capabilities)

TREK Identify people and conditions that sparked success (connections)

CLIMB Initiate steps to replicate and scale future success (contributions)



SUMMIT



TREK



CLIMB

CAREER

CAPABILITIES

CONNECTIONS

CONTRIBUTIONS

QUESTIONS FOR LEADER TO ASK

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| <ul style="list-style-type: none"> • What gives you energy and passion? What drains you? • Describe your ideal job. • What makes you happy in your job? What are your frustrations? • How are you learning and growing in this role? • What can I do to support you? | <ul style="list-style-type: none"> • Do you feel you’re using your strengths? • Where do you feel you could improve? • What feedback from others do you want to work on? • What strengths do you have that we’re not leveraging? What ideas do you have to incorporate those? | <ul style="list-style-type: none"> • What are you doing to show respect, offer trust, be transparent, and create energy in your key relationships? • How do you feel things are going with the team? • How do you feel things are going in our relationship, for you and me? | <ul style="list-style-type: none"> • Do you feel like you have enough time to devote to your top priorities? • What’s the most valuable thing that you bring to those you work with? • Do you feel like you can bring your whole self to your work? |
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QUESTIONS FOR EMPLOYEE TO ASK

- What new roles or responsibilities could be part of my career journey?
- What resources can you steer me to as I think about next steps?
- What experiences, activities, or assignments would help me learn and grow?
- Who else could I talk to?
- Can you recommend other resources for my career development?
- If I am seeking a management or leadership role, what skills or behaviors do I need to learn or improve? How could I prepare?

- What do you see as my greatest strengths to leverage in the future?
- If your assessment differs from mine, help me understand your thinking.
- What development areas do you see as most important for me? Why? Please share examples.
- In what way can you support my development in this area?

- What would you add to my assessment of my relationships?
- How could my network develop to better support our work?
- What could I do to foster collaboration or bring different perspectives to my work?

- What do you see as my key achievements or contributions?
- Where does your assessment differ from mine? Where are we aligned?
- What could I have done more of or have done differently?
- Are there new priorities, expectations, or accountabilities for me?

