

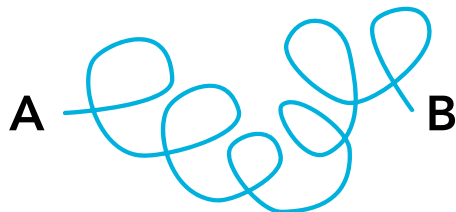
Career conversations

Successful career conversations are underpinned by 2 of our **Co-op behaviours**:

Personal Growth Developing Others

Everyone at Co-op has a career and they are all different. You might think of careers as a ladder but careers in real life are squiggly... it is about finding the right role for you at the right time.

We want all colleagues to have the opportunity to fulfil their **potential at Co-op**.



Potential = **personal intent** + level of capability + level of behaviours

Capability is what you know and what you can do.

Behaviours is how you go about getting things done using our 12 Co-op behaviours.

At the start though is **personal intent** – what is it you want to do? When thinking about personal intent, this includes work and life and whether the time is right.

Without understanding personal intent, then the danger is that we end up using assumptions about what it is someone wants to do. That's why everything needs to start with a conversation.

Career groupings

A Career Conversation does just what it 'says on the tin.'

It's a conversation about someone's career aspirations, not a promise to sort out their career and promote them. This is different to performance conversations – they are mostly looking back and a career conversation is mostly focused on the future.

What to do...

Have a conversation and come to a joint understanding on which career grouping best reflects where the colleague is likely to be within the next 12 months. The grouping helps direct actions – it does not mean this is what will happen. **Remember**, the intention is that this provides focus for the next 12 months. Things change so keep having conversations. The grouping is there to support, not limit you.

Grow in role

- You intend to stay in current role
- You may be new to role
- Enjoy current role and the opportunities it provides or could provide
- More to learn and accomplish

Broaden

- You intend to move role
- Remains at current grade
- Within current function or business area
- Wider coop move

Promotion

- You intend to move role
- Hay grade or grade movement up
- Within current function or business area
- Wider coop move
- High performing in current role