

## Your Career Road Map Where Will Your Career Take You?



### Step 1: Determine Your Current HR Role and Experience Level

Review the following HR role and experience level definitions and/or complete the [Customized Self Assessment](#) to determine which role best fits your current experience level.

Technical Apprentice	<ul style="list-style-type: none"> <li>• Has a novice level of technical and strategic ability.</li> <li>• The HR career path is very open for the Technical Apprentice, looking to gain new skills and advance his or her career.</li> <li>• Is likely new to the HR profession and/or the Federal Government.</li> </ul>
Technical Practitioner	<ul style="list-style-type: none"> <li>• Has a moderate level of technical ability and a limited familiarity with strategic HR operations.</li> <li>• The Technical Practitioner can grow both strategically and technically to become a potentially effective advisor to upper management.</li> </ul>
Technical Expert	<ul style="list-style-type: none"> <li>• Has a high level of technical ability and a limited familiarity with strategic HR operations.</li> <li>• As the Technical Expert becomes more familiar with strategic approaches to HR, he or she will likely serve as a great subject matter advisor to upper management.</li> <li>• The Technical Expert is likely to be an effective HR leader in an operational or policy setting.</li> </ul>
Advisor Apprentice	<ul style="list-style-type: none"> <li>• Has a moderate level of strategic ability and only a limited familiarity with technical HR operations.</li> <li>• Is likely in the beginning stages of a career as an HR leader.</li> <li>• The Advisor Apprentice's skills would be enhanced through partnering with and learning from experts in both technical and strategic HR operations.</li> </ul>
Advisor Practitioner	<ul style="list-style-type: none"> <li>• Has a moderate level of both strategic and technical HR ability.</li> <li>• The Advisor Practitioner would serve as an effective advisor for experienced HR leaders.</li> </ul>
Advisor Expert	<ul style="list-style-type: none"> <li>• Has a high level of technical ability and a moderate familiarity with strategic HR operations.</li> <li>• Serves as an excellent advisor to experienced and novice HR leaders.</li> <li>• With a little more strategic training, the Advisory Expert can likely be an effective HR leader.</li> </ul>
Strategic Apprentice	<ul style="list-style-type: none"> <li>• Has a high level of strategic ability and only a limited familiarity with technical HR operations.</li> <li>• Whereas the Strategic Planner will likely be an effective HR leader, he or she would benefit from partnering with an employee in the "Advisor Expert" role.</li> </ul>
Strategic Practitioner	<ul style="list-style-type: none"> <li>• Has a high level of strategic ability and a moderate familiarity with technical HR operations.</li> <li>• The Strategic Practitioner's well rounded experience will allow him or her to be effective in most HR leadership roles.</li> </ul>
Strategic Expert	<ul style="list-style-type: none"> <li>• Has a high level of both technical and strategic HR ability.</li> <li>• The Strategic Expert would be very effective in the senior leadership ranks in any HR organization.</li> </ul>

**My current role/experience level is: \_\_\_\_\_.**

## Step 2: Determine Your Next Career Goal

All HR professionals should be a technical specialist in one or more specialty areas. HR professionals should develop advisor and strategic partner skills in order to become more effective in providing technical guidance and to better provide HC services to their organization. Leaders can be in any of the roles. HR professionals can demonstrate leadership skills at every organizational level whether or not they are in a formal leadership roles. We recommend that everyone work on leadership skills.

So where are you now, and what is your next move? Look at the chart below. Your career road map should focus on moving up or over one block at a time.



I would like to be: \_\_\_\_\_.

**Step 3: Plan Your Development Activities to Get You to Your Next Career Goal**

<b>Selected Courses:</b>	<b>Resources Required:</b>	<b>Expected Completion Date:</b>

<b>Other Developmental Activities:</b>	<b>Resources Required:</b>	<b>Expected Completion Date:</b>

**Step 4: Obtain Your Supervisor's Approval (if Agency Resources are Required)**

Employee Signature and Date: \_\_\_\_\_ Supervisory Signature and Date: \_\_\_\_\_