

## **Development Goals**

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For established employees the next step in the motivational ladder is 'development and progression'. The following questions from our 2003 conference, presented by Lee Astridge will give you a starting point for understanding the development goals of your employees:

### **Development Goals**

How are things going?

What do you see as your role / strengths in the team?

What have been your previous goals? Have you reached them yet?

Now that you have worked in dairying for xxx....What do you want to learn more about? What else do you want to achieve?

What are your plans for the next (x) years?

What do you see yourself doing in the next 2 - 5 years? How can we help you get there?

What kind of job do you really want to do now / in the future?

If you're happy with your current role what kinds of things can we do to make things easier / better for you?

What areas do you want to up skill in?

What training do you need / want?

Who else could help you?