

Bentley Career Success Equity Program

Conversation Starter for Manager-Participant Monthly Meeting

Session #2: Owning Your Career Worth & Contributions

Please have meeting with Participant by 12/3/2024

Key Takeaways:

- Each person is ultimately responsible for their career growth, and needs to be in the “driver’s seat” of their career
- Know your “Career Asset Value” – how does your knowledge and work experience add value to Bentley University? What skills do you have that contribute to Bentley University’s success? Get help from your manager to refine and confirm your unique Asset Value to them and to the firm.
- Own your Professional “Best Self” by understanding your value, what you enjoy in your work and in your work environment (each participant developed Best Self Identity Statements).
- Identify your benefit to Organization and Key Stakeholders: How your assets directly contribute to the goals of internal stakeholders and Bentley.
- Align your work and projects to *your* Assets that make impact for the organization. Partner with your manager to curate work that leverages your unique asset and also sets a strong foundation for your advancement.

Conversation Starters -- Managers to Discuss with Participants:

- What have you learned about the career skills and assets you already possess and how they contribute to Bentley University? What was a new learning for you?
- Managers provide feedback to participants on identified skills and assets you recognize in the participant but may not be on their list.
- Which stakeholders benefit the most from your work at Bentley? Managers - how can you assist the participant in sharing / amplifying their value add to key stakeholders in the organization?
- Managers – “How can I help you develop?” Offer possible development opportunities that deepen Participant’s Asset contribution and career growth path.

These exercises do not need to be turned in, these are to be used as a guide for the conversation between you and your direct report