Career Management is the process of identifying and aligning skills, strengths, and goals with organizational needs and individual well-being.

**Career Management Roles at UW–Madison**

**Employee**
- Utilizes resources and training
- Assesses skill and career development
- Involves supervisors/managers, mentors, and peers

**UW–Madison**
- Defines career management
- Offers organizational support
- Provides resources and training
- Provides career management tools

**Supervisor/Manager**
- Recommends resources and training options to employee
- Supports skill growth, career development, and feedback
- Aligns employee and organizational goals

**Engagement, Growth, Achievement**
- Setting career & development goals together
- Informal & formal career conversations
- Training on coaching skills & resources
- Integrate into performance management process together
- Access to resources
- Policy awareness supporting career management

**UW–Madison** is committed to providing career management support through policy, online tools, and learning resources.

**Managers** support career management by coaching employees and creating a plan to achieve career-related goals. The manager considers individual skills, strengths, and professional goals and aligns these with UW–Madison strategic plans.

**Employees** will utilize resources to engage in career conversations, goal setting, and professional development planning, and gain awareness of the lifelong impact work has on their cognitive, emotional, and social well-being.

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When you have access to resources and policies from UW-Madison and supported in your efforts by supervisors and leadership, you can be engaged, find growth and achieve goals throughout your career at UW-Madison.

**Engagement**

Engaged employees feel valued by their organization. Using self-assessment, exploration and career planning tools to create developmental goals, an engaged employee takes pride in their work. These goals can then be integrated into performance management and aligned with organizational needs with support from unit leadership.

**Growth**

Employees at all levels will have the opportunity to grow skills through appropriate formal and informal training. Supervisor’s help employees go “above and beyond” by supporting on-the-job learning opportunities where engaged employees can build skills through experience.

**Achievement**

As engaged employees develop skills and gain experience, they become ready to take on new responsibilities or roles within UW-Madison. When employees achieve their goals, they are able to find opportunities that stretch their abilities and become fully engaged in their long-term career development.