



# Career Conversation Framework



Bwrdd Iechyd Prifysgol  
Caerdydd a'r Fro  
Cardiff and Vale  
University Health Board

Towards better ways of working

<b>Exceeds behaviour expectations</b>	<p>You're a committed, hardworking team member waiting to prove what you're capable of.</p> <p>You need some help to focus where your strengths lie, so that you can turn your energy into great results.</p>	<p>You're a committed, hardworking team member and a valuable asset for the future.</p> <p>You may want a greater challenge and stretch goals to allow you to focus on your increasing performance.</p>	<p>You're making your mark as a high performer and role model in the work that you do.</p> <p>You will need to discuss where you go next and how to get there, whether that's to excel further in your current field or move on to a new chapter.</p>
<b>Meets behaviour expectations</b>	<p>You are showing potential and working hard, but may need support to meet your objectives.</p> <p>Focus on meeting your performance objectives so that your efforts match your results.</p>	<p>You are clearly able to demonstrate how you meet objectives and are doing a great job!</p> <p>You are an expert in your role and have the potential to do more in the long term if ambition and development allows.</p>	<p>You're getting great results and leading in your field of expertise, bringing added value to tasks.</p> <p>You are ready for exposure to a wider remit with supported growth and development. Focus on specific development gaps needed to move to the next level.</p>
<b>Partially meets behaviour expectations</b>	<p>Your job isn't working out as well as it could for you yet. You may be new to the role or post or not quite getting the support you need. Or it may be that the role isn't quite right for you.</p> <p>Let's talk about what we can do to make your role work better for you.</p>	<p>You are clearly able to demonstrate how you meet objectives and you are a consistent contributor to the role.</p> <p>You need some support to develop the behaviours and attributes that you need in the role at this level.</p>	<p>You're getting good (maybe great) results, but things don't quite click with those around you. Your skills are vital for developing others.</p> <p>You may need to challenge yourself to find your own comfortable place as part of our shared working culture.</p>
	<b>Partially meets objectives</b>	<b>Meets objectives</b>	<b>Exceeds objectives</b>

Towards better results from your work



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