

Team Member – Preparing for your CAREER CONVERSATION

USABLE TIPS TO HELP YOU GET THE MOST OUT OF YOUR CAREER
CONVERSATION



This conversation is designed to support your professional growth. It is **not** a performance review.

The DOBCEL Leadership Competency Framework (LCF) describes the observable behaviours that support effective leadership practice. These behaviours apply to everyone and support reflection, professional dialogue and development.

You are not expected to demonstrate every part of the Leadership Competency Framework. Start small and focus on one or two behaviours.

Before the Conversation

1. Identify the core competencies and domains you are working in or working towards (Leading Self, Leading Others or Leading Schools)
2. Review the relevant section of the Leadership Competency Framework (LCF)
3. Identify one or two behaviours that feel relevant
4. Reflect on recent examples of your practice – you do not need to prepare extensive evidence – simple examples from your work are enough

Consider:

- What is currently going well in my practice?
- Where am I noticing growth?
- What behaviour would I like to strengthen?
- What support would help me?

After the Conversation

Focus on:

- One small, practical action
- Trialling the behaviour in your real work
- Revisiting progress in 4–8 weeks

Small, consistent changes have the greatest impact.

Resources to help

You may find the self-reflection tool useful to assist in reviewing competencies and to consider your practice to prepare for a career conversation. You can access the self-reflection tool on the DOBCEL website – [DOBCEL Leadership Competency Framework](#)