

# Your Managerial Career Checklist



When was the last time you sat down and reviewed to what extent you are meeting your career objectives?



And I don't mean your annual review with your line manager; I'm talking about your deeply personal career goals and intentions.

Wherever you are in your career journey, it is a good idea to periodically analyse your current position depending on where you want to be.

When you dig a little deeper, is everything on track and working out as you expected?

Or do you need to make some changes in order to meet your goals?

To help you measure if your managerial career is progressing as you envisaged when you started out, we have created the following checklist to provide you with a snapshot of whether you're on the right track.

When you work through this checklist, it is essential to remember the reasons you got into your current role in the first place.

What did you set out to achieve in your career – did you plan on making a certain amount of money in a specific timeframe?

Was your move into your current role related to what was going on in your personal life?

For example, were you about to leave home, get married or were you saving for a deposit for a house?

And also, what is important to you about the company you work for?

Do you fit in with your company's culture?

Do you have a good working relationship with your colleagues and managers?

If your current role or company is not fulfilling you in the way you had hoped, or if the pace has slowed down recently, it could be a sign that you need to start making some big career decisions – is it time to move organisations?

Best regards,

**Best Regards**

**David Beck**

**Managing Director**

**The rpc Group of Companies**



*Do you fit in with your company's culture?*

Read each statement below and decide on how much you agree, using the following scale -

1 – Strongly disagree

2 – Disagree

3 – Neutral

4 – Agree

5 – Strongly agree

So, let's get started!



	1	2	3	4	5
1. I am progressing the way I want in my career.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I have achieved some of my career goals, and others are within reach.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I enjoy my work and look forward to going in each day.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The people I work with are very supportive and friendly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I feel like a valued member of the team I work within.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. My manager gives me the right balance between support/guidance and working under my initiative.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I feel I make a difference within the company I work for, rather than just being a number.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. The company I work for really invests in supporting me to achieve my goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I can see a clear progression path within my current company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I am happy with the level of training and personal development offered by my current employer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	1	2	3	4	5
<b>11.</b> The company I work for believes in me and trusts me to do my job well.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>12.</b> I feel that my company enables and supports my focus.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>13.</b> I am recognised and rewarded for my work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>14.</b> The sector I work in really interests me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>15.</b> I am happy with the location of and commute to my place of work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>16.</b> I feel my company offer a fair and competitive commission structure (if applicable).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>17.</b> The monetary remuneration I receive has enabled me to achieve goals in my personal life (i.e. buy a house, go on my dream holiday, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>18.</b> I feel I have the right work/life balance working for my current company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>19.</b> I am happy with the way my working day is structured.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>20.</b> I can see myself staying with this company for a long time.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



*Do you need a more supportive environment, better career progression, or even a change of sector?*

## Results

### What did you score?

Tally up what you scored and take a look below at some of the points you may want to consider when thinking about how you want your career to progress in the future:

#### 20-40

##### Alarm Bells!

This score says your career isn't going to plan, and you are probably not enjoying your current role. We suggest thinking about why you aren't enjoying your position or not achieving what you want. It might be time for you to move on or think about whether your current company or role is for you. Do you need a more supportive environment, better career progression, or even a change of sector?

#### 41-60

##### Room for More

A better score, which suggests you enjoy aspects of your job, but there's lots of room for improvement. For example, you might like the people you work with, but you feel you aren't personally getting the support you need to achieve your career and personal goals. You need to consider if you can see changes happening in your current company by speaking to your manager, or if you feel working here has run its course and to progress, you need to move on.

## 61-80

### Meeting Some Goals

You're neither very happy nor unhappy, though you wouldn't describe yourself as completely engaged. Which means that if the right opportunity came your way, you would consider it. When you feel this way, sometimes the grass isn't always greener on the other side. You need to decide if you want to move, why is this? Understand if it's just a case of you only feel like this when you have a bad day or if it's more often.

## 81+

### Loving Life and Your Job

You are achieving your goals, meeting targets and enjoy the place you work. There may be small elements that you feel could be better, but they aren't big enough to make you think about working somewhere else. However, we suggest you don't become complacent. Sometimes, being in a company for too long can demotivate you in the long run. If you've been working with the same company for a while, is it time for a fresh challenge with new people?

PS : If you enjoyed reading this guide, why not head over to The rpc Group of Companies **Blog Page** where you can view an array of content on Recruitment, HR and Management.



## Need Help With Your Recruitment?

You can get in touch with the rpc team in multiple ways.

Call us on: **+ 44 (0) 23 8022 4654**

Alternatively, email us on [info@therpcgroup.co.uk](mailto:info@therpcgroup.co.uk)

Do also **follow us** on LinkedIn. We have our own Group on LinkedIn entitled “The rpc Group of Companies”.

You can also follow us on Twitter [@therpcgroup](https://twitter.com/therpcgroup)

We have a Facebook page **“The rpc Group”**, click on “Like” and two Groups, one called “rpc Group of Companies” and the other “Friends who like The rpc Group of Companies” both of which you can apply to join.

And an Instagram page [@rpcrecruitment](https://www.instagram.com/rpcrecruitment)

If you wish to follow me personally (David Beck), my Twitter account handle is [@rpcrecruiter](https://twitter.com/rpcrecruiter).

My Instagram account name is [beck1084](https://www.instagram.com/beck1084) and I have a Facebook page **“David Rpc”**, click on “Friend Request”

### **The rpc Group of Companies has 6 operating divisions:**

**rpc I technical recruitment** formerly known as **rpc search and selection** is a leading technical recruitment specialist in logistics and supply chain, engineering, FM, Military and Defence, IT and Telecoms positions across the whole of the UK.

It has 2 sub brands – **rpc I logistics & supply chain recruitment** and is one of the UK’s oldest established executive search and selection companies with its origins going back to 1985 and specializing in filling key UK based management roles for leading organisations operating within the Logistics and Supply Chain and related sectors.

**rpc I IT and telecoms recruitment** – our newest division specialising in IT and Telecoms positions across the whole of the UK.

**rpc I foodservice recruitment** is a leading recruitment specialist in the foodservice sector. Operating throughout the UK and Internationally in the areas of Delivered Foodservice - All temperature spans, Contract Distribution, Food to Go, Van Sales, Food Ingredients, Catering Disposables, Catering Equipment, Foodservice Manufacturing, Fresh Produce, Meats, Seafood, Charcuterie and Fine Foods and Cash and Carry.

**rpc I catering & hospitality recruitment** is a leading catering and hospitality recruitment specialist in supplying Chefs of all grades and Hospitality General / Deputy / Assistant / Restaurant / Bar Managers / Sommeliers and Mixologists and Hotel staff of all levels throughout the UK and Internationally.

**rpc I commercial recruitment** is a leading commercial recruitment specialist for Sales, Marketing, Business Support, HR and Finance positions across the whole of the UK.

**rpc I international recruitment** is an international technical recruitment consultancy and in addition to its core strength of managing logistics and supply chain assignments worldwide, also focuses on the additional sectors of facilities management, catering and life support services, military and defence support services, aviation, security, fuel supply and distribution, IT and telecoms, retail and wholesale, cruise ships, mining, engineering and construction including oil and gas.

**rpc I interim recruitment** specialises in the growing market of supplying Interim Managers and Consultants in the UK and Worldwide. All recruitment divisions source HR / Personnel, IT, Sales / Business Development and Finance Executives who have particular experience in the sectors in which **The rpc Group of Companies** operates.

Thank you for taking the time to read this guide.

**Best Regards**

**David Beck and Anita Searle**

**Co-Directors**

**A Division of The rpc Group of Companies**

