

**SUCCESSION PLANNING/CAREER DEVELOPMENT QUESTIONNAIRE**

This questionnaire will help us understand what your leadership career goals are. (Remember: leadership builds character!) This information will be used to assist you reaching your career goals, Managers and supervisors will use this information to provide opportunities for you to participate in special projects or activities. Please complete this form and turn it in to your supervi.

**NAME:** \_\_\_\_\_

**CURRENT OFFICE/POSITION HELD:** \_\_\_\_\_ **YEARS IN POSITION:** \_\_\_\_\_

*We would like to know what position(s) you would be interested in holding, even if that position is not available in our agency.*

- 1. If you would like to remain in your current position, but with a different assignment (e.g., specialized caseload or other assignment change), please indicate this. If not, please indicate what position you are interested in. **This need not be limited to open positions, as other positions may come open at any time.** You may also list more than one position.

**POSITION (S) OR ASSIGNMENTS THAT YOU WOULD LIKE TO BE CONSIDERED FOR (or list current position):**

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- 2. We would also like to start creating a succession plan for the next 3 years. Please share any goals that you have for future leadership positions.

**WHAT ARE YOUR 2 – 3 YEAR LEADERSHIP GOALS?**

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- 3. Whether or not you plan to vacate your current position next year, we would like your ideas for your successor. If you plan to continue in your current position and assignment, who could you start mentoring for this position in the future?

**POTENTIAL SUCCESSORS**

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- 4. What other committed, responsible, fun individuals should we be talking to about serving on various committees or projects? Please list anyone that you think would be a good addition to our team:

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If you have questions, please contact \_\_\_\_\_ at \_\_\_\_\_

**(Remember: leaders are not born, they volunteer!)**