



## Great Career Conversations the TIARA Way

<b>TRENDS</b>	<ul style="list-style-type: none"><li>☞ <i>What trends are most impacting your business/field right now?</i></li><li>☞ <i>How has your business or field changed most since you started?</i></li><li>☞ <i>How do you think your business or field will change most dramatically in the next several years?</i></li></ul>
<b>INSIGHTS</b>	<ul style="list-style-type: none"><li>☞ <i>What surprises you most about your job/field/ employer?</i></li><li>☞ <i>What's the best lesson you've learned on the job?</i></li><li>☞ <i>What's been your most valuable experience at your employer so far, and why?</i></li><li>☞ <i>If you had to attribute your success to one skill or trait, what would it be?</i></li><li>☞ <i>Is that trait shared by many across the organization or is it unique and you've adapted it to your advantage?</i></li></ul>
<b>ADVICE</b>	<ul style="list-style-type: none"><li>☞ <i>What can I be doing right now to prepare myself for a career in this field?</i></li><li>☞ <i>What do you know now that you wish you'd known when you were my age in my position?</i></li><li>☞ <i>If you were me, what would you be doing right now to maximize your chance of breaking into this industry/function?</i></li></ul>
<b>RESOURCES</b>	<ul style="list-style-type: none"><li>☞ <i>What resources do I need to look into next?</i></li><li>☞ <i>What next steps would you recommend for someone in my situation?</i></li></ul>
<b>ASSIGNMENTS</b>	<ul style="list-style-type: none"><li>☞ <i>What project (s) have you completed that felt added the most value?</i></li><li>☞ <i>Have any projects increased in popularity recently at your organization?</i></li><li>☞ <i>Have you had interns/new graduates in the past? If so, what type of projects have they done?</i></li></ul>