

# Leadercast™ Super Teams



## Career Development: A Leadership Superpower

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When Julie Bauke asks her clients about the best and worst bosses they've had, the answers are generally the same: the great ones are those who listen to and care about their followers and invest in their growth and development.

If you want to lead a super team, consider career development your superpower. You can't talk about career development without mentioning career happiness, which happens when people *like what*

*they do and do it well, get paid for it, and execute it in a way or place that they can be successful.* When people can check off all of these on their list for career happiness, they are in a good position for career development.

As a leader, it's your job to deliver results and develop your people. Follow Julie's seven-point model for career development (*see Main Points*) to build a culture that prioritizes growth.

### MAIN POINTS

- **Know yourself.** Career development starts with the individual, so have self-knowledge and awareness. What do you want? What are you good at? Why are you valuable?
- **Know your reputation.** You have a reputation, but do you know what it is? What do people come to you for?
- **Make sure you align with your organization's needs.** Does what you have to offer fit what your organization needs?
- **Align your personal and professional lives.** Does your career serve your personal life well?
- **Set realistic goals for your career.** Think about your career in chapters rather than the big picture and set goals that way.
- **Network.** Build mutually beneficial relationships that support your goals.
- **Have intentional career conversations.** Check-in with your people and have meaningful talks about where they are in their development and achieving their goals.

“Liking and loving what you do is a personal superpower.”