



MARTIN VEASEY  
TALENT SOLUTIONS



Your Human Resources  
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 human resources 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,



**Roheela Khan**  
**Recruitment Operations Director, Martin Veasey Talent Solutions**

Office Telephone Number: +44 (0)1905 381320

Email: [roheela@martinveasey.com](mailto:roheela@martinveasey.com)

web: [www.martinveasey.com](http://www.martinveasey.com)

**Recruitment Solutions | Talent Management Solutions**

**My LinkedIn Profile**



## What is important to you about the company you work for?

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

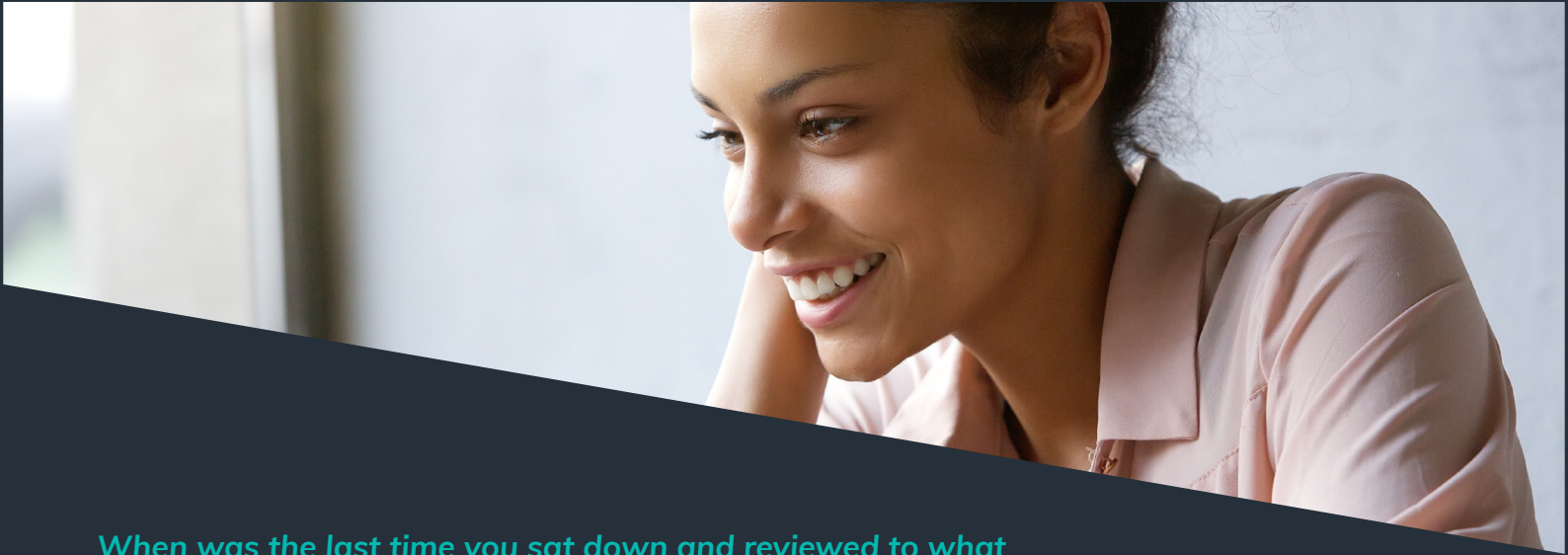
So, let's get started!



	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
11. 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"/>
12. 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"/>
13. I am recognised and rewarded for my work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. The sector I work in really interests me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. 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"/>
16. 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"/>
17. 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"/>
18. 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"/>
19. 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"/>
20. 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"/>



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

## 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?

If this checklist has prompted you to think harder about what your current role and company are providing you with, and it has made you realise that now is time for a change, then get in touch with Martin Veasey Talent Solutions today.

We have been helping candidates like yourself make positive career decisions for over 35 years, and we can help you in deciding what step to take next to further your human resources career.





**MARTIN VEASEY**  
TALENT SOLUTIONS

## How **Martin Veasey Talent Solutions** can help you

At Martin Veasey Talent Solutions, we have been working with blue-chip and SME businesses for over 35 years, both in the UK and around the world.

We are an independent consultancy company with highly qualified and experienced executive recruitment professionals including degree and Masters educated consultants, certified by professional bodies such as the Chartered Institute of Personnel and Development and the British Psychological Society and with recruitment expertise across a diverse range of industry sectors and functions. Martin Veasey Talent Solutions are also experts when it comes to recruiting and building new teams.

We have unique expertise in hiring for **interim** and permanent senior roles both in the UK and Internationally for **Board & Senior, Supply Chain & Logistics, Purchasing, Procurement & Sourcing, Manufacturing & Engineering, Pharmaceutical & Life Sciences, Sales & Marketing, Construction & Civils, Human Resources, FMCG & Retail** related opportunities.

If you are looking to work with a highly accomplished recruiting partner, you can call us on **+44 (0) 1905 381320** or email **[info@martinveasey.com](mailto:info@martinveasey.com)**

## Your Next Actions

You can be sure of specialist knowledge and guidance in all of our key sectors. To find out more click on an icon below.

These are the sectors in which we specialise:



Board and Senior



Supply Chain & Logistics



Purchasing, Procurement & Sourcing



Manufacturing & Engineering



FMCG & Retail



Pharmaceutical & Life Sciences



Sales & Marketing



Human Resources



Construction & Civils



Interim

Find out more about our other services:

### Recruitment Solutions

Evaluation of Candidates

Executive Search

Advertised Selection

Fast-track Contingency/Database Search

International & Multiple Role or Team Recruitment

Marketing Services for Recruitment Campaigns

### HR & Talent Management

Talent Management & The Employee Lifecycle

Talent Strategy & Planning

Psychometric Assessment

Career & Executive Coaching

Outplacement

### International Recruitment

Interim Executive Recruitment

## Connect with us in multiple ways



Here are the contact details:



[Martin Veasey's LinkedIn Profile](#)



[Roheela Khan's LinkedIn Profile](#)



+44 (0) 1905 381320



[info@martinveasey.com](mailto:info@martinveasey.com)



[www.martinveasey.com](http://www.martinveasey.com)



5, Deansway, Worcester, Worcestershire, WR1 2JG, UK

