

**Level of Responsibility**

Entry/Developmental			Journeyman/Supervisor		Expert/Manager		Senior Leader
GS-07	GS-09	GS-11	GS-12	GS-13	GS-14	GS-15	SES

**EXPERIENCE**

Develop Job Proficiency	Build Breadth and Broaden	Build Depth
Become proficient in one functional area.	Become proficient in a second functional area. Take a rotational assignment. Volunteer for a detail to another function. Become a team leader or supervisor	Become an expert in your field. Become a manager.

**EDUCATION & TRAINING**

BACHELOR'S DEGREE		MASTER'S DEGREE	
Basic Functional courses i.e. Basic Staffing	Intermediate Functional courses Basic Functional Courses in 2 <sup>nd</sup> area	Advanced Functional Courses	
Pursue Professional Certifications: PHR, SPHR, LAW, CPLP, CCP			
Process Improvement L6 Green Belt Certification      Lean6 Black Belt Certification			
Budget and Finance Training			
Project Management Training			
Continuing Professional Education: (80 Hours every 2 years – minimum of 20 hours in any given year)			

**LEADERSHIP**

Leadership Development Courses			
New Supervisor Training	Leading Others	Situational Leadership	Leading the Organization
Develop Executive Core Qualifications			
Seek senior mentor & role model	<b>M E N T O R S H I P</b>		Coach & Guide Subordinates Seek junior personnel to mentor
<b>GET INVOLVED</b>			
JOIN Professional Organizations	VOLUNTEER to be a Committee Chairperson		VOLUNTEER to hold a Board position
VOLUNTEER to be a Committee Member			