



MANAGER RESOURCES

Closing Gaps Works to Address Big Issues

Key Career Growth Issue	Mismatch Between Co-workers' Expectations and What Organizations Can Deliver	Co-workers Unaware of What Activities To Take to Grow as Desired	Co-workers Assume Growth Will Be Faster/Easier than It Is
Closing Gap Approach to Address Issue	Identify What Co-workers Value In and Out of Work	Help Co-workers Navigate All Possible Growth Options	Transparently Communicate What Is Feasible
Why It Works	It enables organizations to find opportunities that match what co-workers want	It helps co-workers see the precise steps that will take them to their desired outcomes	It prevents disappointing co-workers and builds trust, even if things are not how co-workers would like them to be