

# Individual aspirations

## ACE career conversations

**Aspiration, Capability, Engagement (ACE)** is a simple framework that helps colleagues and managers have really great career conversations.



### Aspiration

**What are my career aspirations?**

- What career opportunities would be meaningful and exciting?
- What kinds of experiences outside of your current area, would be appealing?
- Are you willing to take on tough assignments with challenging circumstances in order to serve your long-term career aspirations?
- How strong is your internal and external network?



### Capability

**What are my strengths/opportunities?**

- What results are you most proud of achieving?
- What are the strengths that you could leverage further?
- What are you doing to expand your areas of functional expertise? What external networks could you be part of?
- What would a broadening critical experience look like for you?
- What development/experiences do you need to achieve your career goals?



### Engagement

**What motivates and energises me?**

- What do you enjoy most about working at Currys?
- What are some of the things you need from your role and the company to remain engaged?
- How well are your needs currently being met?
- How can the organisation continue to support you?