WELCOME TO CAREER COMPASS

The Career Compass tools are designed to transform the staff working environment at Berkeley and to help the campus recruit and retain an engaged, diverse and high-performing work force.

- Overview of Career Compass (Flash video with narration)
- Text version of the Career Compass Overview

IMPORTANT LINKS AND UPDATES:

1. BERKELEY JOB BUILDER: An application for viewing job standards and creating pre-populated job description templates.
2. Spring 2010 Performance Management Training Classes
3. Performance Evaluation and Planning Forms
4. Career Development Workshops
5. Career Development Planning
6. Job Titles Go Live! Resources
7. Job Standards Glossary
8. Job Fields and Families and Sample Job Standard (PDF)
9. Job Family Descriptions for all of the job families (PDF)

University Mission

Career Development

Job Standards

Performance Management

8/25/2010
WHAT IS CAREER COMPASS?

Career Compass symbolizes a vision that a small group of people had in the fall of 2001 to improve the way we manage and develop our workforce.

Career Compass links three major activities:

1. Job Standards, which clearly define job responsibilities
2. Performance Management, which links performance evaluation to those responsibilities
3. Career Development, which helps identify and support potential career paths defined by the new job standards

Together, these three activities support our University Mission and the individuals who make it possible. All three initiatives are the foundation for effective succession management.

**Career Compass Activities**

<table>
<thead>
<tr>
<th>Job Standards</th>
<th>Performance Management</th>
<th>Career Development</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clarify key responsibilities</td>
<td>Common evaluation forms, scale, and job success factors</td>
<td>Training linked to common job success factors and individual development plans</td>
</tr>
<tr>
<td>Aligned with job market</td>
<td>Linked to individual goals and development plans</td>
<td>Programs that support career paths defined by job standards</td>
</tr>
<tr>
<td>Connected with performance evaluations</td>
<td>Aligned with campus and departmental goals</td>
<td>Helps prepare the workforce of the future</td>
</tr>
<tr>
<td>Support fair, transparent job evaluation decisions</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

This website is designed to provide current information about Career Compass. Please use the navigation bar to learn more about a particular topic.

Visit the animated version of the Overview (*Minimum Requirements: Flash Player 7, Active Content allowed, speakers/headphones*)

http://careercompass.berkeley.edu/overview_text.html

8/25/2010