

What is the impact of Career Growth & Professional Development 1-on-1 conversations?

Quarterly conversations with a manager about growth and development goals and opportunities have a major impact on employee engagement and retention.

Overview

Employees often turn to their managers to discuss their growth in their current role and trajectory in the organization. Great managers have critical 1-on-1 conversations to help employees understand what they need to advance and opportunities that exist in the organization. We wanted to study the impact of these conversations on engagement, retention, and employees' perceptions of growth.

Research Findings

We found that employees who have at least quarterly 1-on-1 were 2.4x more engaged than those who never had those conversations. They were also 4x more likely to say they see professional growth and career development opportunities in their organization compared with those who never had these 1-on-1 conversations. Finally, they were less likely to leave for advancement opportunities at other organizations.

The Impact of Career Growth 1-on-1 Conversation Frequency

Metric	Never	Sporadically	At Least Quarterly
% Highly Engaged	32%	62%	76%
% Favorable: I see professional growth and career development opportunities for myself in my organization.	19%	52%	76%
% Favorable: I am unlikely to leave my current organization for a career advancement opportunity at another organization in the next year.	35%	55%	72%

Recommendations

- Initiate 1-on-1 conversations about career growth and professional development at least quarterly to maximize engagement and retention.
- Create career growth and development goals setting practices that can be aligned with opportunities at the organization.
- Understand that money and time spent on career growth and development will have positive return on investment if implemented with fidelity.