

Career Pathing Framework

HR & WorkTech

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Builds a career-pathing framework — levels, IC and management tracks, criteria to advance and lateral moves — for a function. Use it to give people clear progression. For competency detail per level, use the Competency Rubric Designer.

Purpose of this tool & output

Map role-progression paths

How the output is used

Use it to map role-progression paths so employees see how they can grow and stay.

Important cautions

AI-generated framework; align with your leveling.

Companion documents

- Succession Planning Document
- 9-Box Talent Grid Builder
- Critical-Role Risk Map
- Leadership Development Plan
- Internal Mobility Policy

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.