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A regular conversation in which each member of the University can, as appropriate to their staff group, grade and work environment, reflect on their successes, ask for and hear constructive feedback, agree appropriate personal and work related goals and any development needs associated with them, and discuss their career aspirations, is vital to creating a culture in which all our people feel that they are valued.

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This means making a polite, formal request in writing for a meeting to discuss it. Your request should be positive and non-threatening. Keep the conversation open - the last thing you want to do is go in all guns blazing, demanding an immediate 'yes or no' answer. Tell your boss you've been thinking

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about your career and wondering about ways
you could develop yourself and make a better
contribution to the organisation.

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