



# Promotion Roadmap

## Your Journey

As you launch your career with Guidepoint, we want you to know what that progression could look like, and all the skills you should develop along the way!

While every career is different, Guidepoint's fast paced promotion cycles paint a clear picture for your 5 year plan... and beyond!

### Skills Every Guidepointer Should Have:

- Effective organization
- High-volume workload management
- Teamwork
- Critical thinking
- Competitive drive
- Great attention to detail
- Adaptability & Flexibility
- Excellent time-management
- Professional and succinct communication

### Associate

Our associate team is built to generate leads, successfully fulfill client requests, and grow and maintain our advisor network through effective recruiting.

**Time in Role:**  
**1-2 Years**  
\*varies by performance

### Research Manager

Research Managers are responsible for understanding the project life cycle and industry dynamics, as well as prioritizing tasks for their teams.

**Time in Role:**  
**1-2 Years**  
\*varies by performance

### Develop

- Accountability
- Leadership
- Delegation
- Problem Solving
- Business Writing
- Distilling Complex Information

### Project Manager

PMs 1-3 own and manage the entire project lifecycle, and develop client relationships.

**Time in Role:**  
**1-2 Years**  
\*varies by performance

### Develop

- Strategic Prioritization
- Business Development
- Networking
- Resilience
- Autonomy
- Negotiation

### Team Lead

Team Leads manage the team in any capacity needed, developing team members and working to grow accounts.

**Time in Role:**  
**1-2 Years**  
\*varies by performance

### Develop

- Big-Picture Thinking
- Coaching and Training
- Team Growth and Staffing
- People and Conflict Management
- Decision Making

Your career doesn't stop here! Continue to develop yourself, because we're excited to have you grow with us.