

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 timemanagement
- 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: 9 - 12 Months

Research Manager
Research Managers are
responsible for understanding
the project life cycle and

the project life cycle and industry dynamics, as well as prioritizing tasks for their teams.

Time in Role: 6 - 9 Months

Develop

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

Develop

- Strategic
 Prioritization
- BusinessDevelopment
- Networking
- Resilience
- Autonomy
- Negotiation

Project Manager

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

Time in Role: Variable

(annual per level)

Team Lead

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

<u>Time in Role:</u> **Variable**

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.