

Career Development: Finance Analyst

Finance Analyst Development Goals

As you plan and prepare for your career development, you will want to identify areas for growth. Review your performance evaluations, talk with your supervisor, and learn about the requirements and expectations for your next position.

If you are interested in advancing as a Finance Analyst, identify where you are in your career and use the following development goals to help you prioritize your professional development.

Entry Development Goals

Use this tool to identify areas of strength and areas for growth.

1= Low skill or confidence. Development is needed.

5 = Able to teach others. Minimal development is needed at this time.

Knowledge of finance policies, practices, and systems, including rules and regulations

1 2 3 4 5

Knowledge of functional area and department

1 2 3 4 5

Ability to perform financial analysis

1 2 3 4 5

Analytical, decision-making and critical thinking skills

1 2 3 4 5

Ability to multi-task effectively

1 2 3 4 5

Organizational skills

1 2 3 4 5

Written and verbal communication skills

1 2 3 4 5

Knowledge of core software programs and systems

1 2 3 4 5

Customer service skills

1 2 3 4 5

Basic leadership skills

1 2 3 4 5

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Experienced Development Goals

Use this tool to identify areas of strength and areas for growth.

1= Low skill or confidence. Development is needed.

5 = Able to teach others. Minimal development is needed at this time.

Advanced ability to identify, analyze, and report on complex data

1 2 3 4 5

Advanced knowledge of functional area, department, and how work impacts other areas

1 2 3 4 5

Advanced analytical, communication, and critical thinking skills

1 2 3 4 5

Supervisory and leadership skills

1 2 3 4 5

Ability to create an inclusive work environment

1 2 3 4 5

Advanced ability to multi-task

1 2 3 4 5

Broad and deep knowledge of core software programs and systems

1 2 3 4 5

Ability to conduct training

1 2 3 4 5

Sophisticated customer service skills

1 2 3 4 5

Up-to-date knowledge about current state and federal regulations

1 2 3 4 5

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Expert Development Goals

Use this tool to identify areas of strength and areas for growth.

1= Low skill or confidence. Development is needed.

5 = Able to teach others. Minimal development is needed at this time.

Advanced supervisory and leadership skills

1 2 3 4 5

Ability to create an inclusive work environment

1 2 3 4 5

Ability to make strategic decisions regarding hiring and workforce planning

1 2 3 4 5

Ability to evaluate and develop key personnel

1 2 3 4 5

Mastery of complex communication and negotiation skills

1 2 3 4 5

Mastery of core software programs and systems

1 2 3 4 5

Ability to design and conduct training

1 2 3 4 5

Ability to analyze sensitive and complex financial issues, give solutions, and offer professional advice

1 2 3 4 5

Ability to respond to and lead change initiatives

1 2 3 4 5

Up-to-date knowledge about current state and federal regulations

1 2 3 4 5
