

Career Development: RSA

RSA 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 RSA 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.

Analytical, active listening, communication, negotiation, and critical thinking skills

1 2 3 4 5

Organization and problem-solving skills

1 2 3 4 5

Mastery and understanding of the purpose of core software programs and systems

1 2 3 4 5

Knowledge of academic culture

1 2 3 4 5

Ability to prioritize competing work assignments, develop political acumen, and integrate information to determine appropriate courses of action

1 2 3 4 5

Independent decision making and problem solving ability

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 knowledge of functional area and how work impacts other areas and the campus

1 2 3 4 5

Advanced analytical, active listening, communication, negotiation, and critical thinking skills

1 2 3 4 5

Ability to create an inclusive work environment

1 2 3 4 5

Advanced problem-solving and decision-making skills

1 2 3 4 5

Supervisory and leadership skills

1 2 3 4 5

Ability to conduct training

1 2 3 4 5

Up-to-date knowledge about compliance requirements

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.

Further develop ability to lead and supervise

1 2 3 4 5

Gain ability to develop, project, and manage budgets and resources

1 2 3 4 5

Further develop the ability to create an inclusive work environment

1 2 3 4 5

Learn to make decisions regarding hiring

1 2 3 4 5

Learn to evaluate and develop direct reports

1 2 3 4 5

Mastery of complex communication and negotiation skills

1 2 3 4 5

Mastery of relevant technology

1 2 3 4 5

Ability to design and conduct training

1 2 3 4 5

Further develop ability to analyze sensitive and complex management issues, give solutions, and offer professional advice

1 2 3 4 5
