

The Five A's Framework

Five As Framework

Anticipate the future – help staff members consider and anticipate future trends in an industry or profession and how the

Consider incorporating the following questions into your conversations:

1
APPRECIATE
UNIQUENESS

Enabling others to appreciate their strengths

- What do people say you do best?
- What aspects of your role most interests/excites you?
- When you have had a really good day at work, what have you been doing?
- What strengths have you been drawing on?

2
**ASSESS/
IDENTIFY**
CAPABILITIES

Enabling others to assess their capabilities and development focus

- What do you see as the critical capabilities in your role? How do you see yourself in relation to these?
- What feedback are you receiving?
- What do you see as your current strengths?
- Where do you see your development focus?
- What steps would you like to take to improve in these areas/aspects?
- In what ways will you develop the capabilities needed in your area/role for the future?
- Are there facilities that you don't have access to that would enable your development in this area?
- What are they? How might these be sourced?
- How does your goal fit with the University's priorities?

3
ANTICIPATE
THE FUTURE

Enabling others to anticipate the future and adapt to change

- What changes are affecting your work? What opportunities does this give you?
- What are the trends in your area and how might they affect your future practice/work?
- What knowledge do you think you will need for the future?
- What changes could you make to your work that would satisfy you more?
- What might you need to stop doing and how might you go about doing this?
- What new challenges will help you grow?
- What new developments do you need to take into account in your work?
- How will you encompass these into your work over the next year?
- In what ways would you like to see yourself contributing to this new area?
- How can we make this happen?

4
ALIGN
ASPIRATIONS

Enabling others to achieve their aspirations

- What areas would you like to develop further?
- What are your educational goals?
- Tell me how you best like to learn
- How can your potential best be developed?
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