

Career Planning Process & Tools FAQs

How can I advance my skills and career goals at eHealth?

Career Planning tools are available to empower you to map out your career goals and personal development plan in partnership with your manager. Tools such as the Individual Development Plan document, the new eHealth Technologies Learning Resources website, and the Operations Career Guide. Be sure to visit our employee website for this information and more!

ehealthtechnologies.info/learning-resources (password: eHealth@home)

What support can I expect from my Manager?

Your manager will serve as your “career guide” to ensure you are on the right path to achieve your goals, assess your skills, and identify areas of opportunity for your growth and development. The rest is up to you! Your level of commitment and your drive to expand your skills will determine your success.

Where can I obtain the forms that help me map out my career goals?

On the eHealth Technologies website: ehealthtechnologies.info/learning-resources (password: eHealth@home)

How often should I meet with my manager on my progress in completing the developmental opportunities outlined in my Individual Development Plan?

At a minimum Managers will meet with team members twice a year to discuss career progression for those that aspire to grow within the company. The first meeting will take place at or around the time of your annual performance evaluation and then again mid-year (approximately 6 months). However, you are always welcome to schedule and discuss your career progression at any time with your manager.

What is expected of employees in the Career Planning process?

eHealth Technologies empowers all team members to take charge of their career goals. Team members must sustain a performance level that meets, or exceeds job expectations, and model exemplary behaviors that demonstrate their commitment to advancement. You play a critical role in your success. We encourage you to partner with your manager and other individuals within the organization to coach, guide and mentor you through the process.

How can I learn more about a position outside my current department?

Team members wanting to learn more about positions outside their functional area, should work with their manager to schedule a time to meet with a manager from another department to learn more about what is required and expected of their roles. For example, if I am team member working in HR and I want to understand more about a role in Operations, I would schedule an exploratory interview/discussion with one of the Directors of Operations to gain insight into the function and to better understand the necessary skills and experience I would need to have to transition from HR to Operations.

What resources are available to support my learning needs?

Once you have identified your potential career aspirations, you and your manager will identify the skills needed for further development to grow into the role(s) you would like to achieve. Learning initiatives will be assigned to you and documented on our IDP form that will support your growth in the areas identified. Be sure to visit our new eHealth Technologies Learning Library for articles, training videos, guides and more to support your skill growth.

For information go to ehealthtechnologies.info/learning-resources (password: eHealth@home).