

# Career development guiding principles and diagnostic tool for forces

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New organisational guidance supports career development within forces

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We've released a set of new [guiding principles for career development](#), alongside an organisational diagnostic tool.

The resources are for force leads in human resources, organisational development and learning and development. Together, they support forces to:

- understand their strengths and weaknesses in career development
- develop consistent policies and processes
- understand their responsibilities in developing employees
- develop and retain their police officers and staff

*Policing is a unique profession. There are many roles available, each requiring a specialist skillset.*

*Policing is a complex area with many different specialisms. Many aren't sure how to access developmental activities to help them progress.*

*By providing access to 'good practice' career tools and processes, this will help all policing personnel to plan their careers and identify positive advancement opportunities through better career conversations with their line manager. It will also help to promote and improve retention.*

**Jo Noakes, Director of Leadership and Workforce Development**

- [Find out more about the guiding principles and diagnostic tool](#)

## Tags

Career pathways Leadership development