



# UNDERSTANDING & SETTING GRADUATE EXPECTATIONS

**M**ost organisations now run excellent graduate induction programs. This course is designed as an add on. Graduates seek assurance that they have made the right career move. That is the backbone of this course. It reassures Graduates that they have made the right move. The course gathers, categorises and addresses the expectations of the Graduates. Simultaneously it reminds graduates that the transition to their ideal role needs lots of new learning, thinking, reflection and realistic timeframes! Designed by an organisational psychologist, this course helps Graduates understand the bigger picture and provides tools to cope realistically with their career expectations. **Rome wasn't built in a day.**

**The course is packed with case studies and hypotheticals. At the conclusion of this workshop your Graduates will be able to:**

- Understand how expectations are set
- Differentiate between realistic and unrealistic expectations
- Reset their own professional expectations
- Develop strategies to improve the speed to competence
- Identify key components of organisational culture
- Develop strategies for navigating organisational politics
- Reflect on a culture of graduate entitlement
- Compose a career plan
- Manage the transition to full time professional work
- Maximise the opportunities available with mentors

## NUTS AND BOLTS

- **Group Size:** An ideal group size is 6–10 participants.
- **Venue:** For your convenience, you can choose to conduct this program at your offices. Alternatively, we can provide a venue at a small additional cost.
- **Duration:** This course can be adapted to fit with your timeframe.
- **Cost:** Upon request.

- **Target Audience:** 1st and 2nd Year Graduates

**Look at what you receive within 24 hours at no cost:**

- a program outline
- a bio of a proposed facilitator
- program cost
- possible dates (if requested)

*“A wonderful gift  
may not be wrapped  
as you expect.”*

**— Jonathan Huie**

I recall a graduate complaining that he'd been with a multinational for 3 months and still hadn't had his career discussion with the CEO. Another Graduate assured the partner on her first day “well, this is exactly as I expected ... my parents always assured me I'd get to the top ... now show me your biggest cases and I can get stuck in.” Some expectations need to be countered, however it's really important to pick up on these expectations.

Setting clear expectations may be the difference between keeping your star Graduates and losing them. At the conclusion of this workshop you will receive a weighted prioritised wish-list report on your Graduate's expectations. However rest assured, your Graduates won't receive any messages that the wish list will be granted. But knowing what the wish-list is will allow you to address and reset expectations.



## PREFERRED TRAINING NETWORKS

**Ph: 1300 323 752 email: [mail@preftrain.com.au](mailto:mail@preftrain.com.au) Web: [www.preftrain.com.au](http://www.preftrain.com.au)**



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