

Career Advancement Patterns

Many companies, particularly large corporations or government entities utilize a career ladder to outline the progression from entry-level positions to more advanced careers within the organization. Typically, with each new promotion, the individual receives more pay, more authority and more responsibilities.

Usually, employees begin in an entry staff position and then move up to the position of a specialist, coordinator, supervisor, administrator or manager. Once an employee is promoted to manager, he or she can move up the ladder again to associate director, director or executive director. After becoming a director, an employee can be promoted to vice president, a position which is usually at the top of a ladder.

In a restaurant industry job, an employee typically begins as a server or a host, and learns skills such as supervisory skills, cash handling, store management and gains restaurant experience. Once an employee learns enough skills and gains enough experience, they can move up to a higher position, such as a shift leader or an assistant restaurant manager. After being promoted to the assistant restaurant manager, an employee can be promoted to assistant general manager, restaurant manager, general manager, training, or become a human resource specialist.



Career advancement patterns are usually slightly different, depending on which kind of career an employee has. For instance, the career advancement pattern might be different for someone in the retail industry or hotel industry. If a new employee is curious about the career advancement patterns for a particular industry, the best practice would be to ask others at the top of a ladder in the desired industry or to research common career advancement patterns for a particular industry.