

# Staff Transfer eDoc Action Reasons



Career Level Change Action Reasons			NEW CAREER LEVEL											
			Individual Contributors					People Leaders						
			Foundation (1)	Intermediate (2)	Mastery (3)	Core (4)	Career (5)	Advanced (6)	Expert (7)	Operational (8)	Sr. Operational (9)	Strategic (0)	Executive (X)	
CURRENT CAREER LEVEL	Individual Contributors	Foundation (1)	Lateral	Promote	Promote	Promote	Promote	Promote	Promote	Promote	CS - Promote	CS - Promote	CS - Promote	CS - Promote
		Intermediate (2)	Demote	Lateral	Promote	Promote	Promote	Promote	Promote	Promote	CS - Promote	CS - Promote	CS - Promote	CS - Promote
		Mastery (3)	Demote	Demote	Lateral	Promote	Promote	Promote	Promote	Promote	CS - Promote	CS - Promote	CS - Promote	CS - Promote
		Core (4)	Demote	Demote	Demote	Lateral	Promote	Promote	Promote	Promote	CS - Promote	CS - Promote	CS - Promote	CS - Promote
		Career (5)	Demote	Demote	Demote	Demote	Lateral	Promote	Promote	Promote	CS - Lateral	CS - Promote	CS - Promote	CS - Promote
		Advanced (6)	Demote	Demote	Demote	Demote	Demote	Lateral	Promote	Promote	CS - Lateral	CS - Lateral	CS - Promote	CS - Promote
		Expert (7)	Demote	Demote	Demote	Demote	Demote	Demote	Lateral	Promote	CS - Demote	CS - Lateral	CS - Lateral	CS - Promote
	People Leaders	Operational (8)	CS - Demote	CS - Demote	CS - Demote	CS - Lateral	CS - Lateral	CS - Promote	CS - Promote	Lateral	Promote	Promote	Promote	
		Sr. Operational (9)	CS - Demote	CS - Demote	CS - Demote	CS - Demote	CS - Lateral	CS - Lateral	CS - Promote	Demote	Lateral	Promote	Promote	
		Strategic (0)	CS - Demote	CS - Demote	CS - Demote	CS - Demote	CS - Demote	CS - Lateral	CS - Lateral	Demote	Demote	Lateral	Promote	
		Executive (X)	CS - Demote	CS - Demote	CS - Demote	CS - Demote	CS - Demote	CS - Demote	CS - Lateral	Demote	Demote	Demote	Lateral	

**Movement WITHIN the same career path (individual contributor path OR people leader path)**

Lateral
Promote
Demote

**Movement from one career path to the other (individual contributor path vs. people leader path)**

Career Shift - Lateral
Career Shift - Promote
Career Shift - Demote