



Career Development Planning

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By the end of the Power Hour Expert you will be able to:

- Explain how to make yourself employable in your chosen career
- Discover your career anchor and use this to guide your choices
- Create a meaningful career development plan



What provides career satisfaction?

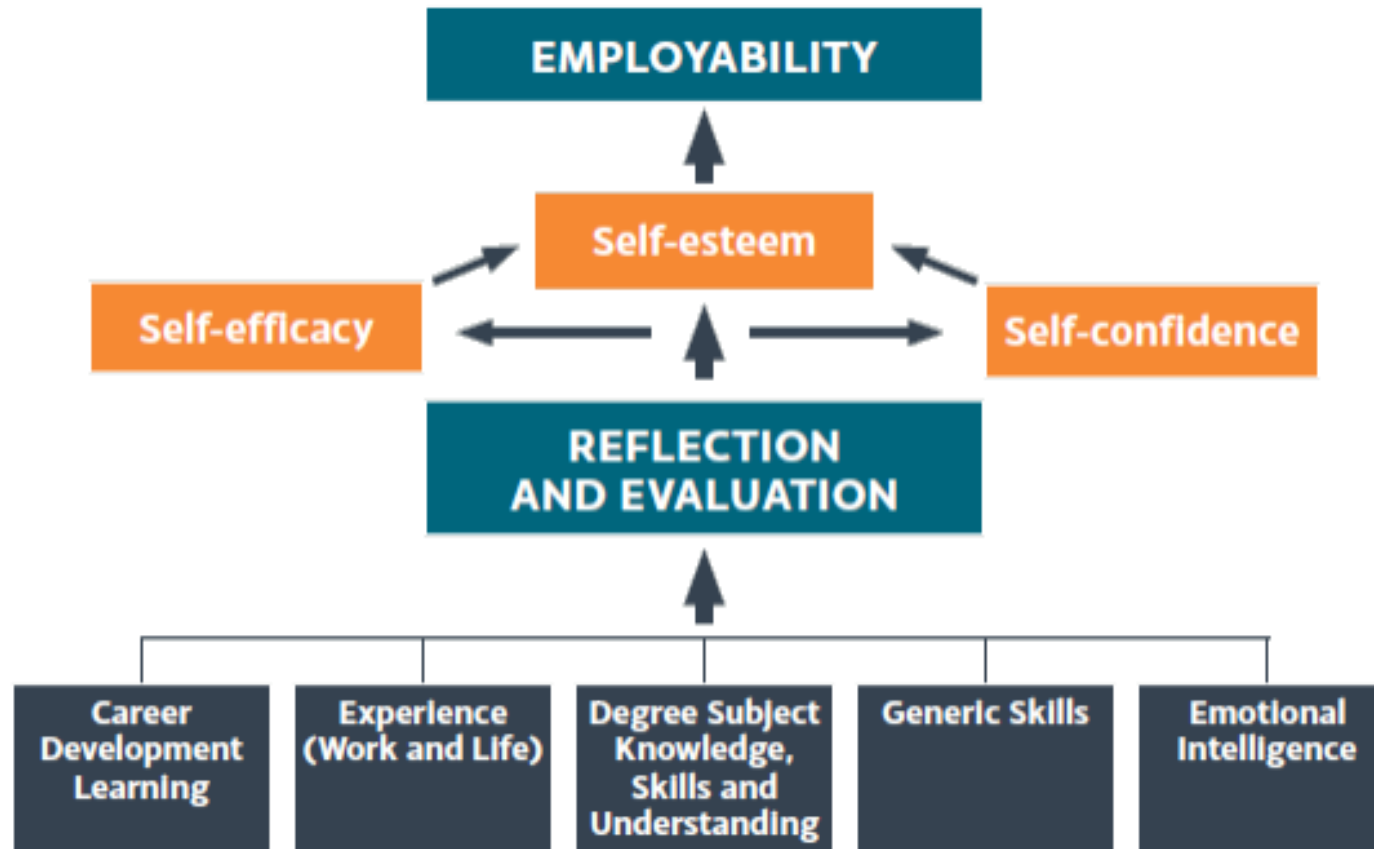
- Work that is engaging
- Work that benefits other people
- Work that you're good at (and feel valued for)
- Flexibility in how and where you work
- A lack of major negatives
- The chance for meaningful collaboration

Career Joy



Diagram courtesy of eskimon.wordpress.com

The Employability Model



(2Dacre Pool, L. &
Sewell, P. 007)

Career Anchors (Edgar Schein)



Technical/
functional
competence

Managerial
competence

Autonomy/
independence

Security/
stability

Entrepreneurial
creativity

Service/
dedication to a
cause

Pure challenge

Lifestyle

BLISS Analysis

- What **BENEFITS** do I expect from my career?
- What are my **LIMITATIONS**?
- What **INTERESTS** should my job satisfy?
- What **SKILLS** do I possess?
- What am I willing to **SACRIFICE** for my career?

Career Development Planning

Your plan must be ambitious, but realistic!



Set a compelling long-term goal and then identify the key milestones



Consider if milestones are sequential or not



Break each milestone down into specific actions



Discuss your plan with someone who will support you



Be proactive – make opportunities for yourself, and



Stay alert to natural opportunities that may present themselves from unexpected directions

Make it Work at Work

What are you going
to **DO** as a result of
this Power Hour
Session?





Thank You
&
Good Luck