

Your BEST Career

New frameworks for development

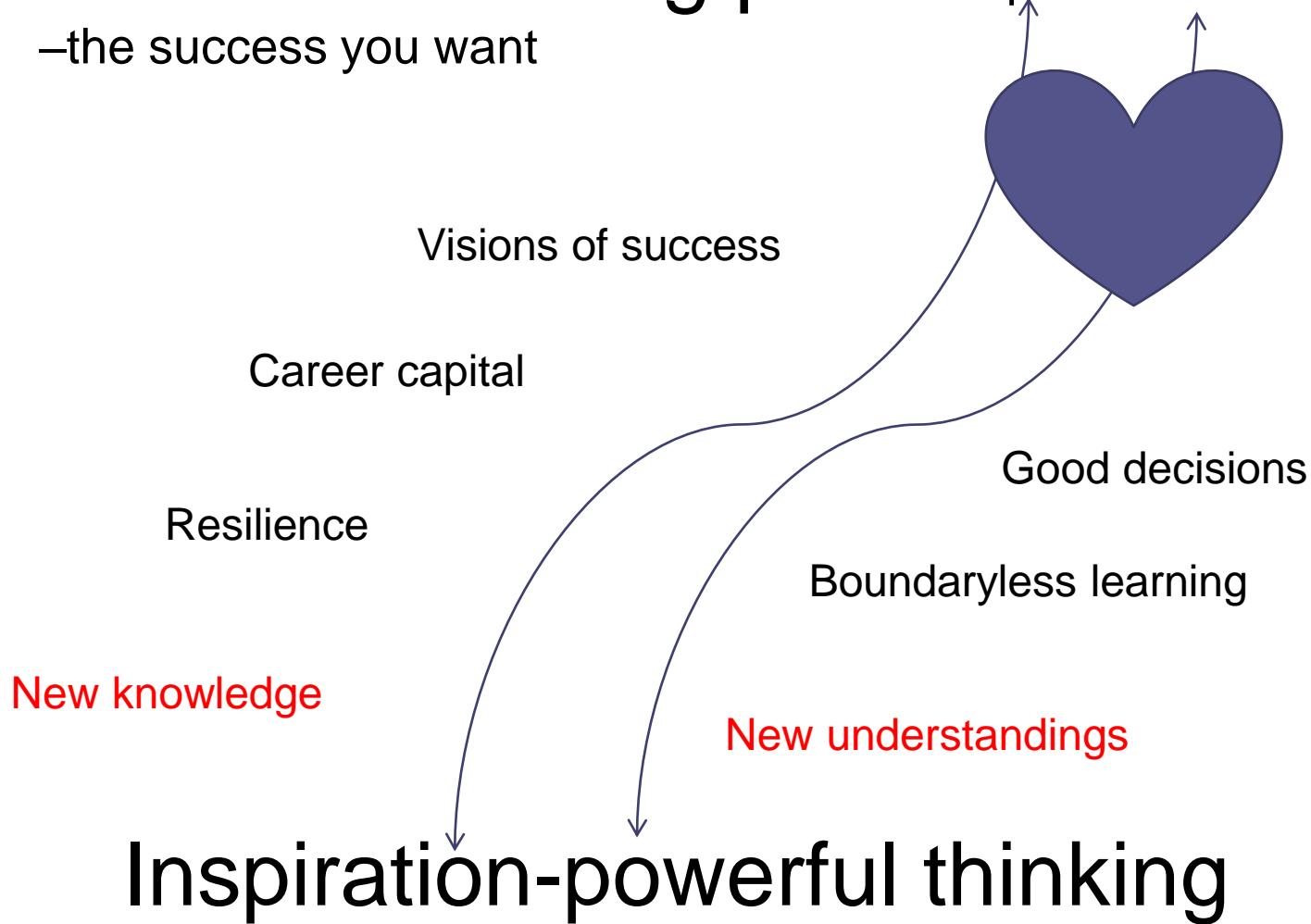
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A **new** career model

- It is self-directed, managed by self – individually or collaboratively
- It is a life-long series of experiences, skills and learning – all contribute to your career, and everyone has one
- Career development takes place through continuous and lifelong learning – a key requirement for survival
- Employability is the focus, rather than job security – keeping yourself skilled is the way to maintain it.

The transforming path - the path with a heart

-the success you want



Inspiration is what motivates and energises us, and we get it from ideas that make us feel alive and see ourselves and our future in a new way.



Its not just touchy feely stuff.....

....leads to insights

....leads to creativity

....leads to productivity and achievement

i.e. **your best career**

Your best career

- *Your thinking, your guide*
- You do best when you understand the 21st century environment, and your beliefs and frameworks of thinking are up to date...

Self-Directed Careers

New frameworks for self
and others

21st century career assets

- Self managed - **you** are in charge
- Career Capital – **your savings system, for self and others**
 - Employability- a portfolio of skills to offer
 - Resilience – to deal with change

You do best when.....

You keep an eye on your career capital, and there are ways to do this.....

\$ - 'knowing how' capital-knowledge

\$ - 'knowing why' capital -motivational

\$ - 'knowing whom' capital-connections

Our career capital

The sum of the career assets that we have at any given time

- We can **grow** it through investment,
- **maintain** it through regular monitoring,
- deplete it or **lose** it through poor investments and neglect.....
- We draw on it in difficult times

Your Capital –is it up to date?

Knowing How

Key Words – skills, knowledge, attributes, experience, qualifications, training

Knowing Why

Key words – energy, inspiration, motivation, identity imagination, sense of purpose, vision

Knowing Whom

Key Words – networks, friendships, relationships, connections, reputation

High Medium Low ?

Knowledge Capital

- This is our knowledge base, including our technical skills and abilities, and the highly valued skills of today's workplace.
- Includes expertise, qualifications, formal and informal knowledge and skills that have been gathered over a lifetime.
- Knowledge is the key 21st century and it is essential it is maintained and increased when required.

What increases this capital?

- Responsiveness and adaptability to new tasks
- Willingness to learn new skills
- A positive approach to learning, keeping qualifications up to date
- Seeking out challenging and varied work to increase skills
- Formal and informal learning approaches, regular upskilling and reskilling
- Good workplace attributes, interpersonal skills

What depletes this capital?

- Resistance to change
- Resting on old abilities, letting skills get out of date
- Investing effort in the wrong areas
- Sticking to work that has no capacity to develop in the future
- Poor work relationships that limit opportunities
- Reluctance to invest in qualifications

Motivational Capital

- The motivation and inspiration for what we are doing, our values, our aspirations – and these change over time.
- recognised by **your energy, motivation, sense of purpose, connection to values and goals** – or the lack of these things.
- It is the asset that tells us **why** we are in a particular role or doing a particular job.

Is yours **High? Medium? Low ?**

What increases this capital?

- Exploration of new possibilities
- Allowing yourself to imagine, dream
- Self-belief – “I could do that”
- Open-mindedness, a willingness to consider other possibilities
- Developing goals, a vision of the future, reviewing aspirations
- Keeping a values match with your work
- Self-awareness – knowing what suits you, what your strengths are, and taking time to find ‘best fit’ organisations

What depletes this capital?

- Lack of confidence in your own abilities
- Uncertainty about your aspirations, and losing sight of what inspires you – getting out of touch with yourself
- Laziness – just hoping for the best, not taking the time to work out what you really want
- Rigid thinking, complacency, unwillingness to change even if it is clear you must

Knowing whom capital

the personal and professional relationships we have –

- our networks, connections, family, friends, social acquaintances, and relationships
- It is **not just who we know** and the wider world of those connections, but **who knows us**, our **reputation** in the working world and with our colleagues

What increases this capital?

- Ability to maintain connections and contacts
- Good communication skills, professional skills
- Interpersonal warmth, generosity, interest in others
- Ability to share your hopes, and lives, with others
- A good reputation in your workplace and industry

What depletes this capital?

- Allowing your circles to diminish, mixing only with current workmates
- Antisocial behaviour, lack of interest in others
- Letting go of professional contacts
- Avoiding professional development opportunities
- A poor reputation

Career Capital

- Where is your high? Medium? low?
- What are your priorities in growing capital?
- Who is your capital for? Your family?
Community? Personal goals?

+ Psychological capital

Hope gives you have the will-power to attain your goals
Optimism is the part that keeps you persistently positive...
Self belief – you are willing to set goals, as you expect to achieve them.

ALL contribute to **Resilience** – the ability to bounce back from setbacks or failure.

In times of unexpected change

3 assets important

- Certainty – your **knowing how** capital
- Clarity - your **knowing why** capital
- Connections – your **knowing whom** capital

How it works for you

Adding to your career capital
and skills = employability

+

Awareness of your career capital
and skills = career confidence

= resilience

Ideas from

Your 21st Century Career –
new paths to personal
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www.thecareermaze.com

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