

## SESSION 12:

### EXPLORING AND UNDERSTANDING CAREER




#### DEFINITION OF CAREER


- This can be defined as one's sequence of work experiences over a life-time.
- Consequently, each one of us will have only 1 career but it may comprise a combination of jobs, organisations and work experiences.



## THE TRADITIONAL CAREER MODEL

- Traditionally, an individual builds his career based on a trade and remains mostly in that trade throughout his career. The person typically goes through the phases of exploration, establishment, maintenance, & decline.
  - Today, the career is much more multi-faceted and varied with people moving across trades (or professions), organisations, industries, etc.
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## TODAY'S BOUNDARYLESS CAREER

- The traditional career is said to be bounded because individuals tend to stay within one organisation or one trade (or profession) throughout his career.
  - Today, the boundaries between companies, industries, vocational areas, countries, family and work, etc are fast disappearing in the new economy. This is the boundaryless career.
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## Career with a Heart

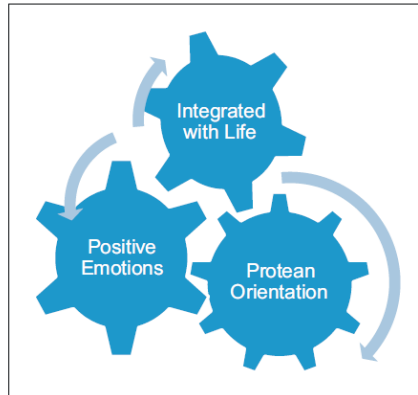



Figure 1 THE THREE DIMENSIONS OF A CAREER WITH A HEART.

Kopelman, S., Feldman, E., McDaniel, D. & Hall, D. (2012) Mindfully negotiating a career with a heart. *Organisational Dynamics*, 41, 163-171.


## CAREER WITH A HEART

- Protean orientation
  - you own your career; you design your career; you take charge of it.
- Positive emotions
  - your career can create positive emotions for you and the people around you.
- Career/life integration
  - your career is not separate from your life; it is integrated with your life.

## CAREER WITH A HEART

- To mindfully negotiate one's career, it is important to know ourselves, what we want out of our career and life.
  - What does work mean to you? What do you hope to get out of work? What are your work values?
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## WORK VALUES

- The general and stable goals that people try to reach through work
  - Comprises a variety of values ranging from work ethics to work preferences.
  - Job satisfaction and meaningfulness of work depends to a large extent on whether our career matches our work values.
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## WORK VALUES INVENTORY

- Creativity
  - Esthetics
  - Prestige
  - Independence
  - Variety
  - Economic returns
  - Altruism
  - Intellectual stimulation
  - Management
  - Achievement
  - Surroundings
  - Supervisory relations
  - Way of life
  - Security
  - Associates
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## THE CHANGING WORLD

- The world is not only changing but changing very fast. This will have profound impact on our career.
  - Success in our career will depend a lot on how we manage change and how we continue to develop our career capital.
  - Learning is key to one's career development.
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## DEVELOPING CAREER CAPITAL

- What is career capital?
- This comprises 6 competencies as follows:
  - Know how
  - Know whom
  - Know why
  - Know what
  - Know where
  - Know when



## IMPLICATIONS

- Aligning career with your 'self'
- You are the driver of your career
- Sharpen the saw - constantly develop your career capital
- Continuous learning, unlearning, relearning
- A portfolio of skills - multi-tasking/multi-skilling
- Flexibility & adaptability
- High mobility across boundaries
- & a lot more

