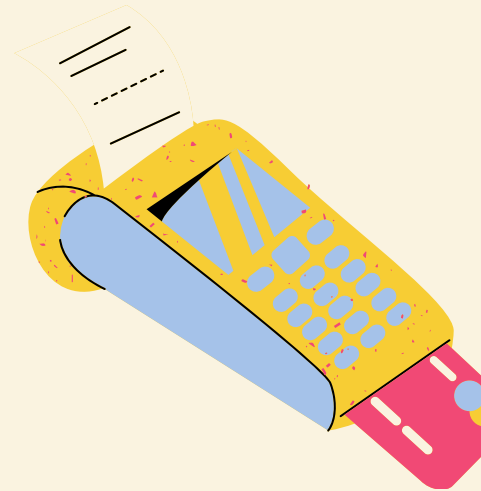
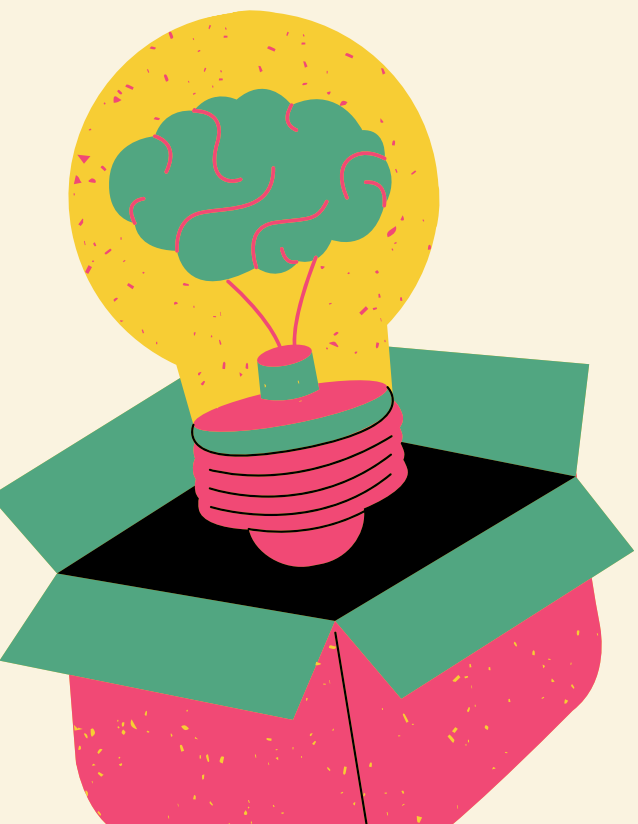


Career Development

Steps to help me create the best work of my life



What is career development?

Career development is the proactive, lifelong process of finding your footing and advancing your career path. It's an intentional approach to creating a meaningful career that includes setting long-term goals, exploring professional development opportunities, and gaining new work experience.

How career development works

Career development can take different forms, but people generally take two paths: through an organization or independently.

Professionals who develop their careers through an organization tend to have more resources available. Their company may offer development programs, as well as a support network of employees.

Independent professionals often must look for career development opportunities on their own. They might use online resources like social media and online classes, attend conferences or networking events, meet with a career counselor, or join professional organizations and read trade publications.

Types of career development:

- **Formal career development**

This includes short-term training programs, education, certifications, workshops, or seminars that can help build skill sets for a particular job or industry.

- **Informal career development**

This includes mentorship opportunities, networking events, online courses, internships, and volunteering experiences.

Steps in the career development process:

1. Self awareness

Take time to find out what you want and don't want, and discover where your strengths lie and the areas that need improvement. Figure out what you excel at and find a matching career path.

2. Goal Setting

Set a series of small goals that will get you closer to your long-term goal. This is where you'll acquire information about different industries and organizations, and create a career strategy of how to get there. This is also where you'll participate in career exploration and career identification.

3. Training and learning

Develop the specific skills necessary for career success. Whether that be participating in a leadership training program, watching webinars, or taking on an internship related to your overall career goal.

Career development examples

These career development scenarios can give you a glimpse into different career options and how they can develop into your dream job:

Creative careers

- A graphic designer who starts in a small agency, gains competencies, and opens their own studio
- A filmmaker who starts as a camera operator, networks with the production crew, and works their way to become a film director or producer

Career development examples

These career development scenarios can give you a glimpse into different career options and how they can develop into your dream job:

Technical careers

- A software developer who begins as a junior developer, earns certifications, and becomes a lead developer
- A network administrator who starts as a support technician, gains experience, mentors under the lead, and becomes a network architect

Career development examples

These career development scenarios can give you a glimpse into different career options and how they can develop into your dream job:

Business careers

- A sales representative who begins as an entry-level representative, learns the ropes, takes business classes, and becomes a sales manager
- A Human Resources (HR) professional who starts as a recruiter, gains experience, works with a business coach, and becomes a Chief HR Officer (CHRO)

Benefits and challenges of career development

Benefits

Career development can bring you numerous benefits, including:

Increased satisfaction

Career development can help you find fulfillment by allowing you to pursue your passions and strengths.

Higher earning potential

Developing new skills and gaining new experiences can make you more valuable to employers.

Benefits and challenges of career development

Benefits

Career development can bring you numerous benefits, including:

Improved performance

Career development can help you stay current in your field and make you more effective.

Greater opportunities for advancement

Career development can help you move up the ladder or explore new career paths.

Benefits and challenges of career development

Benefits

Career development can bring you numerous benefits, including:

Enhanced confidence

Pursuing career development can boost your self-esteem, making you feel more capable.

Improved work-life balance

Career development can help you create a more fulfilling career.

Benefits and challenges of career development

Challenges

While career development can bring numerous benefits, it can also present challenges, including:

Limited opportunities

Career development can be expensive and require resources that may not be immediately available.

Lack of support

Employers may not provide support for career development, such as time off or compensation.

Benefits and challenges of career development

Challenges

While career development can bring numerous benefits, it can also present challenges, including:

Difficulty in pursuing goals

It can be challenging to identify career goals, determine how to reach them, or find the motivation to pursue them.

Balancing career and personal life

Pursuing career development can be time-consuming and demanding.

Benefits and challenges of career development

Challenges

While career development can bring numerous benefits, it can also present challenges, including:

Staying current

Keeping up with the latest trends in your field can be challenging, requiring continuous education.

Overcoming self-doubt

Pursuing career development can be intimidating, and many people struggle with their own lack of confidence.

Tips for effective career development

For successful career development, you'll want to follow some best practices:

Improve your communication skills

Communication is crucial in the workplace. Consider taking courses or workshops to enhance your skills.

Invest in your education

Stay current by taking courses, attending conferences, or pursuing a degree or certification.

Tips for effective career development

For successful career development, you'll want to follow some best practices:

Be intentional

Set specific, achievable career goals, and be intentional about pursuing them.

Build a strong network

Building relationships with others in your field can provide opportunities for advancement.

Take the initiative

Seek new opportunities and get involved in projects that interest you.

Tips for effective career development

For successful career development, you'll want to follow some best practices:

Find the right mentor

Look for someone experienced in your field with the qualities you want to emulate.

Explore what interests you

Experiment with different roles, industries, and projects to find what interests you.

THANK YOU FOR LISTENING