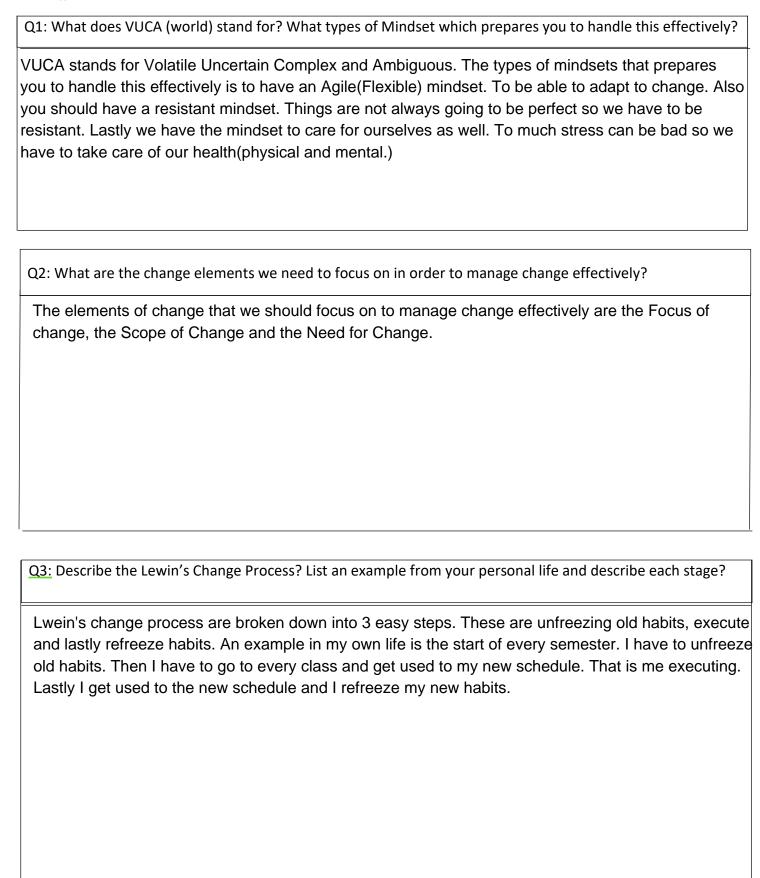
CSC-192 Seminar #3: Managing Change in Your Career

Speaker: Jessica Bagger, Professor, School of Business, Sac State

(Please type in full sentences)



Q4: Outline the Force Filed Analysis of a personal change event you are going to embark in the near future? List the restraining forces and the driving forces for the Change? List a few actions you would to mitigate the restraining forces?

The force Filed Analysis is made of 4 parts. The status quo which is the starting point. Then the desired state which is the finish line. There are then your driving forces things that motivate you and restraining forces things that stop you from achieving your goal. A personal change that I am going to make in the near future is move to LA for the summer for my internship. The restraining forces for this change are leaving my parents behind and feeling homesick. The driving force are getting a good job to help my family financially. Somethings that I would use to mitigate the restraining forces are positive reinforcement. I will remind myself why Im going to LA for. To put my family in a better situation.

Q5: Describe the transition stages one would go through when adopting a change? List a personal example on how you went through the transition stages?

We can start at a denial state, then a resistant state followed by an exploration state, then lastly we have the commitment state. One example was when I was in Air Force boot camp. I first was in denial that I was actually in San Antonio Texas getting screamed at away from my family. Then the resistant state came and I was slowly starting to accept the new change of scenery. By the end I was in the commitment state. I realized what I had signed up for and I started getting used to it and having fun with it.

Q6: Describe the Strategy Diamond for Personal Growth & Development? List your Plan of action for your Career after graduation?

The strategy diamond is made up of 5 parts. First Arenas is where we are going to focus are effort and what we will be doing. Then the staging and pacing which focus on timing of events. Then there is the differentiators section which is the section on how to stand out from the crowd. The vehicles section is how and what we will do to achieve our goal. The last section of the diamond in the economic Logic which is the section on how to handle your money to achieve your goal. My plan of action is to get a software engineering full time position which would be the Arenas part of the diamond. I want a full time job as soon as I graduate college which would correspond to the staging and pacing section of the diamond. I will do this by standing out from the crowd due to my high gpa and prior internship experince. That is the differentiators section. I will achieve my goal by working hard and building a network of people that can help me get a full time position as a software engineer. Thats the vehicles section of the diamond. Lastly is the economic Logic part of the diamond. I work 3 jobs so I will save my money until I get a full time position and then I will spend a bit more money.