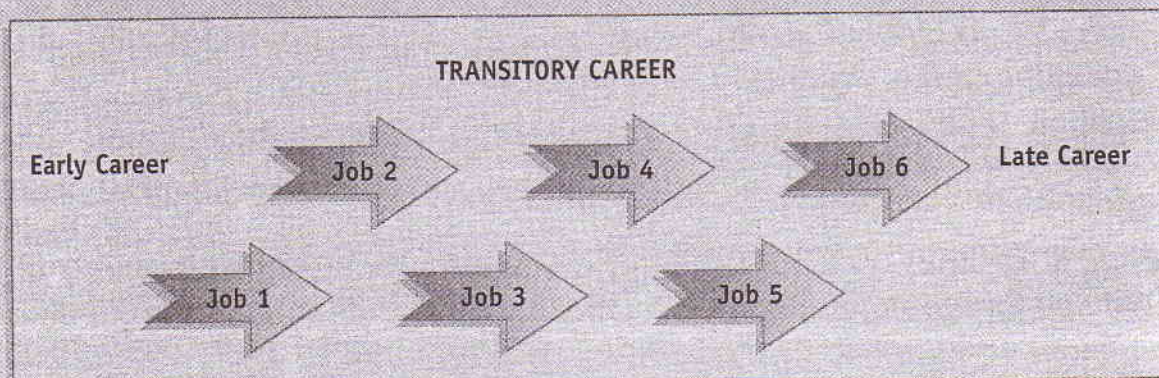
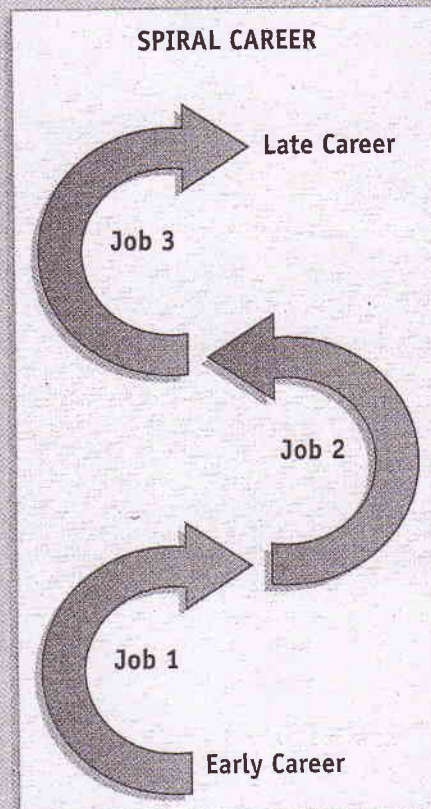
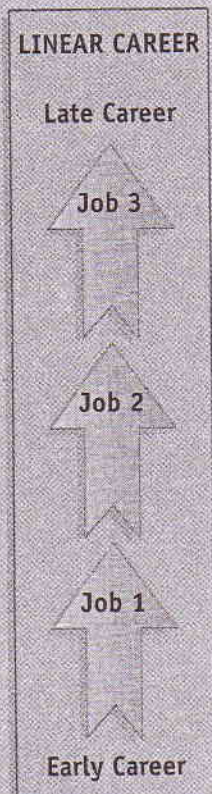
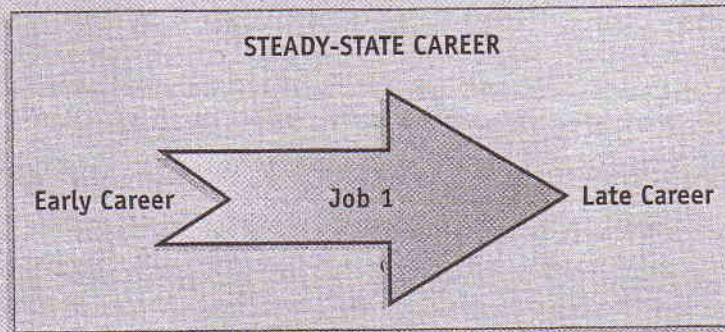


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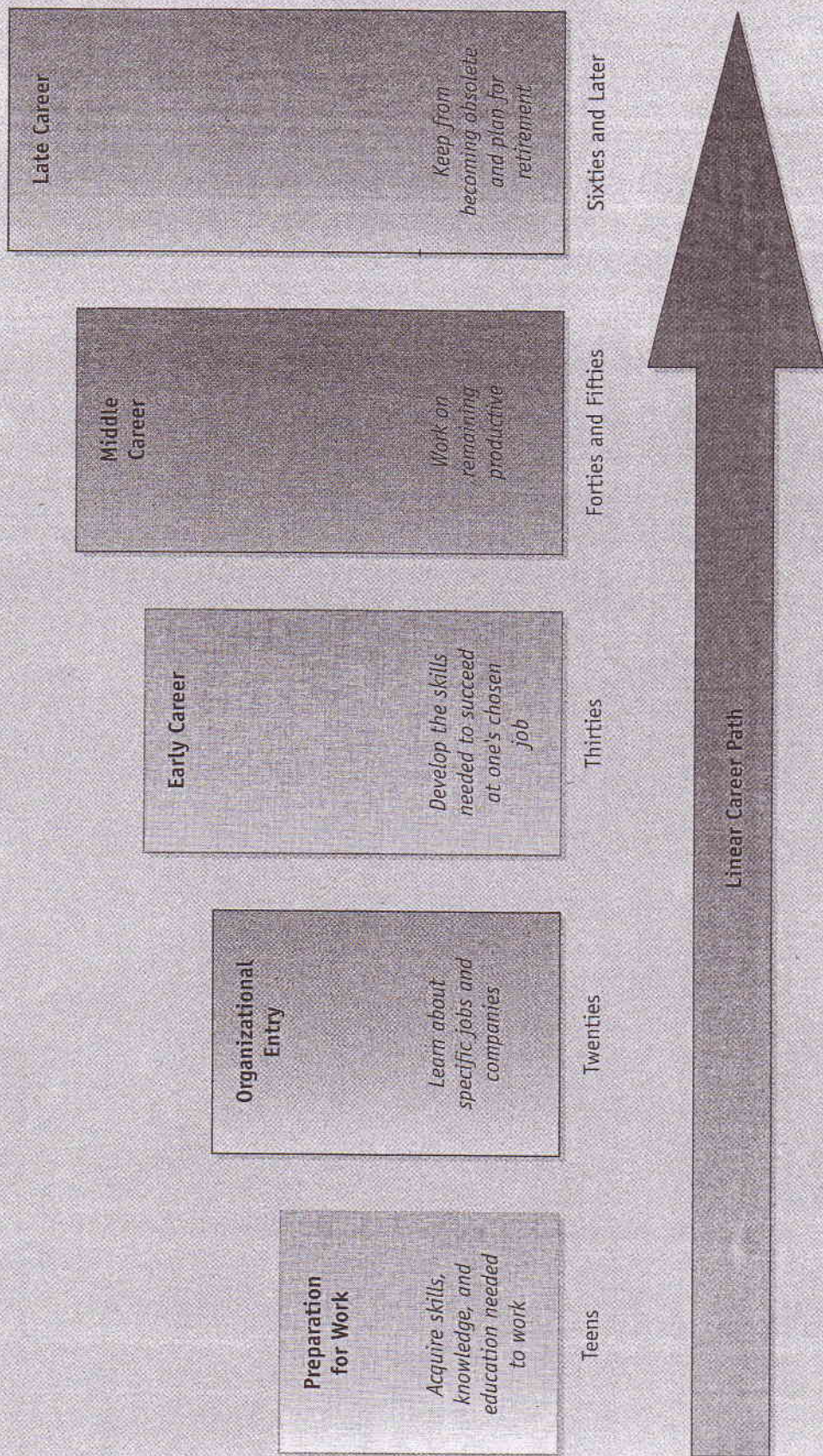


FIGURE 7.4

The Five Stages of Career Development

Careers generally develop in five stages, each of which occurs at different ages and is associated with different issues.

Four Steps to Career Success

There are a few universal pieces of advice for everyone, regardless of temperament, type, or flavor.



Choose Your Lifestyle, Then Your Career

Think about what kind of life style you want. Think in specific terms: amount of leisure time, cosmopolitan or country living, and quality family time versus your job. But also think in general terms: an establishment job will not meet someone's counter-cultural attitudes, and a life as an entrepreneur may demand more of a thick skin than someone may be willing to develop. Then consider careers to meet that lifestyle. If you pick career first, based only on existing skills or education, you may likely find yourself unhappy—and lonely—later on. Artisans in particular may find themselves in a career area and then a short way down the road wonder why they feel stuck and aren't enjoying life. The trick is to find an approach that makes it easy to balance both.

Life Style

Career

Work from Your Talent, Then Your Challenge Areas

Work from your talent first, then grow outward. Many people have a number of interests—they are talented in one area, currently interested in one or two others that present interesting challenges and opportunities for growth, and they shy away or simply neglect the remainder. When we do what we are talented at, our inborn temperament talents have a way of shining through and attracting success and recognition from others. Our talents may not always interest us at the current time but they will always be there. And when we work from our talents, we can branch out into other areas with a sense of safety, both for ourselves and those who depend on us. Rationals in particular may find themselves exploring numerous challenge areas without taking the time needed to complete expertise in their talent. The trick is to integrate the talent and challenges areas.

Talent

Challenge Areas

Do What You Love, Then What Makes Money

Sometimes doing what we love to do does not generate the kind of financial results that we hope for. Other times, caring for others and financial straits can derail our plans. Without money, there are many things you will not be able to do, places you will not be able to go, skills and opportunities you will miss, people you care about that you will not be able to help. But once doors start opening, more doors will open in your path. Do what you love, and then find a way for it to make you money. If you put yourself and who you are into what you are doing, then you will find a challenging but potent reward. And others are attracted to happiness as well as success. Guardians in particular may find themselves making life choices based on money as a form of security instead of finding what they really love. The trick is go more slowly, building patiently from what you enjoy.

For Love

For Money

Address Ethics and Integrity, then Self-Interest

It is not enough to simply be happy for oneself. Competition saps vitality, and self-absorption destroys creativity, isolates us, alienates even our true friends, and erodes our spiritual center. Ethics cannot come second. Remember where you came from as well as where you are, and are going. While it may sometimes seem that we have made it on our own, it is the labors and talents of others that have paved the way and support us whether we realize it or not. A life with meaning and integrity, and ethical behavior toward others, is far more than its own reward—it is necessary. Remember your values. Idealists in particular may find themselves in situations where the expectation is self-interest but where ethical questions beg to be addressed. The trick is to work with people who value integrity.

For Others

For Myself