

Part 3: Setting Career Goals and Adaptability

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Career Planning and Adaptability

- The Importance of Intentionality and Future Orientation in Career Planning
- Breaking Down Long-Term Goals Into Actionable Short-Term Steps
- Setting Ongoing Career Goals and Continuous Evaluation
- Building Resilience and Adaptability in the Workplace



Understanding Intentional Career Planning

Goal Setting

Intentional career planning involves setting goals and developing a plan to achieve them. This helps you stay focused and motivated towards achieving your career aspirations.

Self-Reflection and Self-Awareness

Intentional career planning requires reflection and self-awareness to determine what you want to achieve in your career and how to get there. This involves identifying your strengths and weaknesses and understanding your values and interests.

Motivation During Challenging Times

Being future-oriented can help you stay motivated and focused during challenging times, by providing a clear vision of what you want to achieve in the long-term.

Feel More Confident and Prepared

“Failure to plan is a plan to fail.”



Defining Long-Term Career Aspirations

Identify Career Aspirations

Identifying your long-term career aspirations is crucial for setting realistic goals and developing a plan to achieve them. It requires reflection and self-awareness to determine what you want to achieve in your career.

Setting Realistic Goals

Setting realistic goals can help you achieve your long-term career aspirations. By breaking down your aspirations into smaller, achievable goals, you can create a plan to get there.

Develop a Plan

Developing a plan to achieve your long-term career aspirations involves identifying the steps you need to take to get there. This may include gaining new skills, networking, and seeking out opportunities that align with your career aspirations.

Use SMART Criteria

Using SMART criteria ensures that your goals are specific, measurable, achievable, relevant, and time-bound, which makes them more actionable and achievable.

SMART Goals



SMART Criteria

Developing career goals using the SMART criteria (Specific, Measurable, Achievable, Relevant, and Time-bound) helps individuals create achievable goals and increase their chances of success.

- Specific: Clearly define the goal
- Measurable: Establish criteria for measuring progress
- Achievable: Ensure the goal is realistic
- Relevant: Align with broader career aspirations
- Time-bound: Set a deadline for achievement
- Discuss the importance of clarity and specificity
- Define intentionality in the context of career planning

Short-term Career Goals

Short-term career goals are those that can be achieved within the next year or two and help individuals take the first steps towards achieving their long-term career goals.

Long-term Career Goals

Long-term career goals are those that take longer to achieve and help individuals create a roadmap for their career development and growth.

SMART Goal Examples

- Goal: "I want to own a business."



SMART Goal Examples



- Goal: "I want to own a business."
- SMART Goal 1: "By the end of this year, I will create a business plan for my online retail store, outlining my target market, marketing strategy, and financial projections."
- SMART Goal 2: "I will save \$5,000 over the next 12 months to fund the initial startup costs of my business by setting aside \$416 each month."
- SMART Goal 3: "I will attend at least 5 local networking events in the next 6 months to connect with other entrepreneurs and potential customers."

SMART Goal Examples

- Goal: "I want to give back."



SMART Goal Examples



- Goal: "I want to give back."
- SMART Goal 1: "I will volunteer at a local food bank for at least 4 hours each month over the next year, totaling 48 hours of community service."
- SMART Goal 2: "I will donate 10% of my monthly income to a charity of my choice starting this month, with the goal of contributing at least \$1,200 over the year."
- SMART Goal 3: "I will organize a fundraising event within the next 6 months to raise at least \$1,000 for a local nonprofit organization."

SMART Goal Examples

- Goal: "I want to be healthier."



SMART Goal Examples



- Goal: "I want to be healthier."
- SMART Goal 1: "I will exercise for at least 30 minutes, 5 days a week, for the next 3 months to improve my physical fitness."
- SMART Goal 2: "I will prepare and eat at least 3 home-cooked, balanced meals each week for the next 8 weeks to improve my nutrition."
- SMART Goal 3: "I will track my water intake to ensure I drink at least 2 liters of water each day for the next month to stay hydrated."



Ongoing Career Goals and Professional Development

Setting Career Goals

Committing to professional growth involves setting ongoing career goals that align with your interests, values, and skills. This helps you stay focused and motivated in achieving success in your career.

Willingness to Learn

Committing to professional growth requires a growth mindset and a willingness to learn and adapt. This helps you stay relevant and up-to-date with the latest trends and technologies in your industry.

Opportunities for Development

Seeking out opportunities to develop new skills and knowledge is an essential part of committing to professional growth. This includes attending training programs, conferences, and networking events.

Evaluating and Adjusting Your Career Path

Regular Career Evaluation

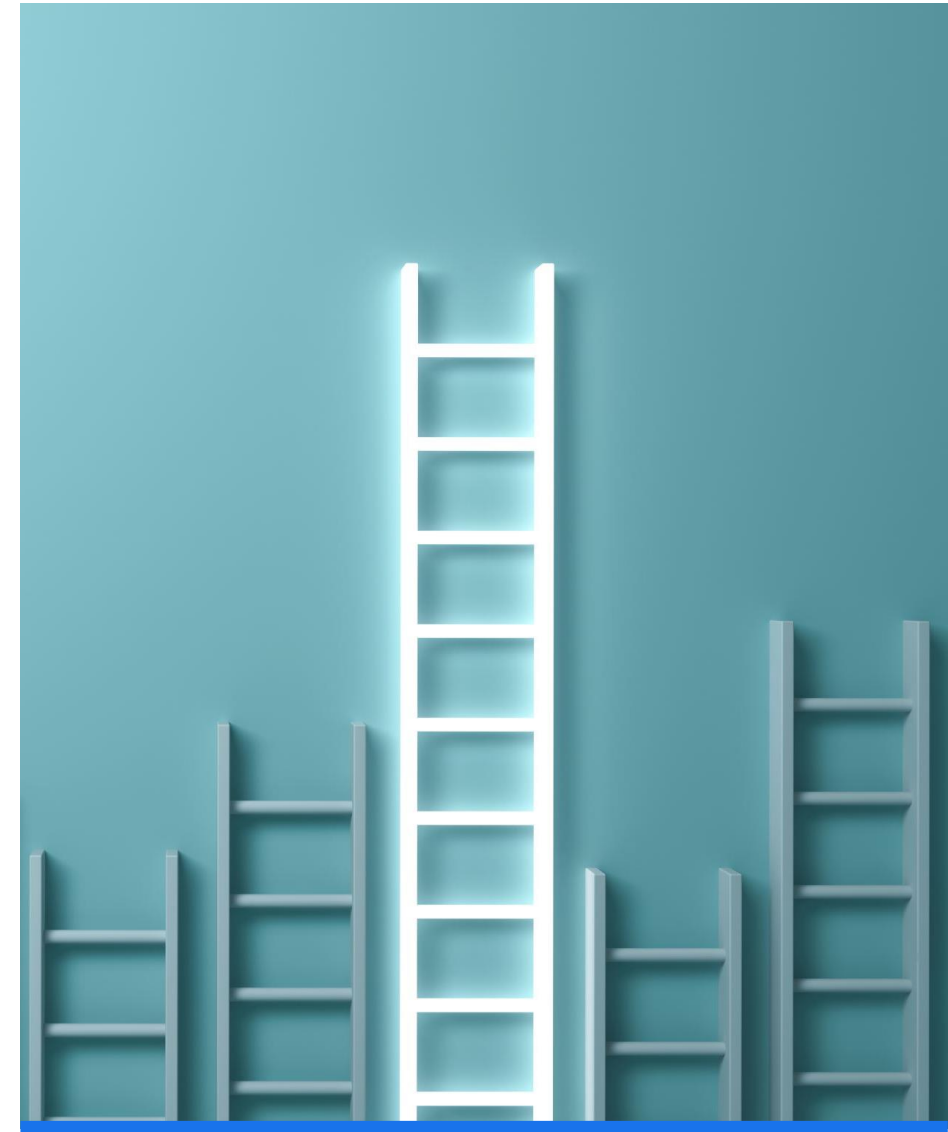
Regularly evaluating your career progress and making adjustments as needed is crucial for achieving long-term career aspirations and maintaining career satisfaction.

Seeking New Opportunities

Seeking out new job opportunities is one way to adjust your career path and achieve your long-term goals. This can include networking, applying for new jobs, or taking on new projects.

Changing Industries

Changing industries can be a way to adjust your career path and achieve your long-term goals. This can involve researching new industries, networking with professionals in those industries, and developing new skills.



Continuous Learning and Adaptability

Continuous Learning

Continuous learning is the process of seeking out opportunities to develop new skills and knowledge to stay adaptable in today's dynamic job market.

Importance of Evolving Goals

It's important to adjust your goals as you grow and develop to ensure that they are still relevant and achievable.

Aligning Career with Authentic Self

Aligning your career path with your authentic self can lead to greater job satisfaction and fulfillment. It's important to identify your passions and values and seek out opportunities that align with them.

Viewing setbacks as opportunities

Setbacks and plateaus are a natural part of any career journey. It's important to approach these challenges with a positive mindset, viewing them as opportunities to learn new skills, acquire new knowledge, and grow as a professional.



Building Resilience in the Face of Challenges



Developing resilience

Navigating setbacks and plateaus requires resilience and the ability to bounce back from failures. By developing emotional resilience, professionals can better cope with setbacks and overcome obstacles that may arise during their career journey.

Developing Coping Strategies

Developing coping strategies is essential for building resilience and maintaining adaptability in the face of challenges. It involves cultivating skills and habits that help us manage stress, stay focused, and remain effective even when facing difficult situations.

Seeking Support

Seeking support from colleagues or mentors is an important part of building resilience. It helps us to feel less isolated and more connected, and can provide us with valuable advice, feedback, and encouragement.

Importance of Adaptability in a Changing Job Market

Importance of Adaptability

Adaptability is a critical skill in today's job market, enabling individuals to stay competitive and succeed in their careers amidst constant change.

Common Career Challenges

Career challenges can come in many forms, such as layoffs, a difficult boss, or job insecurity. It is important to recognize these challenges as early as possible and develop strategies to cope with them.

Maintaining Growth Mindset

Maintaining a growth mindset and being open to new opportunities is essential for staying adaptable and thriving in your career. It will also help you have a positive attitude toward changes out of your control.





Self-Advocacy

Defining Success on Your Own Terms

Defining success on your own terms means taking the time to reflect on your values, passions, and goals, and making decisions that align with them. It's important to remember that success means different things to different people, and that's okay.

Set Boundaries

Setting boundaries is crucial in managing workplace stress. This can include limiting work hours, turning off notifications outside of work hours, and avoiding taking work home.

Practicing Self-Care

Practicing self-care is essential for building resilience and maintaining mental and physical well-being. It involves taking time to prioritize our own needs and engage in activities that promote relaxation, stress reduction, and personal growth.

Learning from Mistakes

Cultivating resilience and persistence involves learning from mistakes and failures. It is important to reflect on them as opportunities to learn and improve future outcomes instead of something negative to maintain a growth mindset.



Staying Motivated & Developing a Vivid Image of Your Ideal Self

Staying Focused on Your 'Why'

By staying focused on your 'why', you can stay motivated and committed to achieving your goals. This helps you stay on track and overcome any challenges that come your way.

Importance of Willpower

Willpower is crucial for achieving success, happiness, and well-being. It helps individuals to overcome obstacles, resist temptation, and stay motivated towards their goals.

Lack of Motivation

Lack of motivation is a common challenge to willpower that can make it difficult to stay committed to our goals. Finding ways to increase motivation, such as setting achievable goals and celebrating small wins, can help us build stronger willpower.

Visualization

Visualization is a mental process of creating images or scenarios of a desired situation. It can help us stay motivated and focused on our goals. It can activate the parts of our brain responsible for motivation and decision-making, helping us stay on track towards achieving our desired outcome.



Activity: Create a Personal Development Plan

Personal Development Plan

Creating a personal development plan is an effective way to achieve long-term career aspirations by outlining actionable short-term steps that lead to success.

Long-term Career Aspirations

Having long-term career aspirations is important to stay motivated and focused on the end goal. A personal development plan helps in outlining the steps and staying on track.

Actionable Short-term Steps

Actionable short-term steps are the building blocks to achieving long-term career aspirations. They should be specific, measurable, attainable, relevant, and time-bound.