



What is career?

- The particular occupation for which you are trained.
- The general progression of your working or professional life.
- A life-work chosen by a person to use personal talent, provide some service, earn money, and contribute to society.
- A profession or occupation that one trains for and pursue as a life work.



Important features of career:

- A career develops over time.
- The success of one's career depends, most often on one's own careful planning and timely steps taken at right time.
- The important element in one's career experiencing psychological success.
- The typical career of a person today would probably include many positions and transitions.



What is career planning?

- Career planning is a way of keeping an eye on future opportunities.
- Career planning is an exercise that sets you going the path that leads to where you would like to go.
- Career planning outlines the steps you need to take to reach your preferred career option.
- Career planning is a process of matching aspirations with reality.
- Career planning is an active and honest process of exploration our own attributes and career opportunities.



STOP
DREAMING
START
DOING



Need for career planning:

Every employee has a desire to grow and scale new heights in his workplace continuously. If there are enough opportunities, he/she can pursue his career goals and exploit his potential fully. He/she feels highly motivated when the organization shows him a clear path as to how he/she can meet his personal ambitions while trying to realize corporate goals.



Objectives:

Career planning seeks to meet the following objectives:

- Attract and retain talent by offering careers, not jobs.
- Use human resources effectively and achieve greater productivity.
- Reduce employee turnover.
- Improve employee self-confidence and motivation.
- Meet the immediate and future human resources needs of the organization on a timely basis.

Career planning process:





Career planning process:

Career planning process is comprised of five steps:

1. Self assessment
2. Career exploration
3. Narrow down list of work/career options.
4. Decide or chose the best option.
5. Set a career goal.



Self assessment:

"Self assessment" is about knowing and understanding of self better to know if you are in the right job/career or you want to go to another job.

Self assessment includes:

- Attitude.
- Interests.
- Personality.
- Needs.
- Values.
- Skills.



Career exploration:

Matching and aligning what you want to do on one hand, and with the various opportunities, on the other.


Career exploration includes:

1. Exploration of occupations that appear to be a good fit based on the results of your self assessment.
2. Explore the occupations that interest you.
3. Research the labor market.



Where to explore:

- Look at opportunities within your organization and its subsidiaries.
- Look at career opportunities in other organizations and in other industries.
- Look at entrepreneurial and self-employment opportunities.
- Look at jobs/careers of people you know or those you read or see.



After your preliminary search, you can start eliminating occupations that don't appeal to you and get more specific information on those that do. There are some ways to do that:

1. Internships.
 2. Panel discussions.
 3. Informational interviews.
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Narrow down list of career opportunities:

List down three to five career options that match with your interest, personality, needs, values and skills, on one hand and the opportunities and limitations, on the other hand.



5 career options sample

1. Field engineer or IT specialist.
2. Pursue graduate.
3. School instructor.
4. Hardware business owner.
5. Company manager.



Decide the best option:

This step will let you chose the best from among the list of 3-5 options.

- Description of your ideal job.
- Personal mission statement.
- Job requirement or qualifications.




Set a career goal:

This step will give you focus and it will motivate you to overcome obstacles that will keep you from achieving your goal.

What makes a goal good?

- Specific.
- Measureable.
- Attainable.
- Relevant.
- Time-bound.
- Action-oriented.

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- It is important to note that the career planning process is a circular one. You may have to go back to the beginning, or any phase, at some point in your life as you redefine yourself and your goals. You may even have to do this more than once.

Why a career plan could fail?

- Efforts are insincere.
- Look for immediate benefits.
- Lack of interaction with hired agencies.
- Impracticability in introduction.
- No system to evaluate.
- Bureaucratic model of organization.

Career anchors:

These are distinct patterns of self-perceived talents, attitudes, motives and values that guide and stabilize a person career after several years of real World experience.

- Technical competence.
- Managerial competence.
- Stability and security.
- Creativity and challenge.
- Freedom and autonomy.



Types of career:

Career is often defined separately as:

- External career.
- Internal career.

"External career" refers to the objective categories used by society and organization to describe the progression of steps through a given occupation.

"Internal career" refers to the set of steps or stages that make up the individual's own concept of career progression within an occupation.



Types of career:

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Career path:

- Selecting career path, a person may transfer current skill into a new career.
- Career path is upward mobility within particular occupation.
- Usually, it is used in combination and may be more in various level of a person career.



Kinds of career path:

1. Steady state
2. Linear
3. Transitory.
4. Spiral.



Kinds of career path:

Steady state:

- requires a life long commitment to one career and is characterized by a steady improvement in knowledge and skills.

Linear:

- constant upward mobility in which there is a steady increase in power responsibilities over the work of others, and financial rewards.



Kinds of career path:

Transitory:

- constant seeking for variety or independence. Jobs tend to be short term and mobility is generally lateral.

Spiral:

- regular changes, usually every five or seven years. Mobility usually lateral, and maybe initially downward.

Mapping out possibilities



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ANY
QUESTIONS
?



Thank You 😊