**9-Topic Model for Career Development International**

1. Job Insecurity, Engagement, and Proactive Behaviours
2. Work Identity and Temporary or Precarious Employment
3. Recruitment and Talent Management
4. Women’s Careers and Sustainable Development
5. Mentoring, Relationships, and Career Development
6. Leadership and Career Change
7. Graduate Employability, Job Search, and Career Choice
8. Work-Family Dynamics and Well-being
9. Expatriate Careers and International Adjustment

**Topic 1: Job Insecurity, Engagement, and Proactive Behaviours**

This topic examines how individuals experience job insecurity and actively respond to protect and advance their careers. It highlights how employees take initiative by helping colleagues, voicing ideas, and managing how they are perceived to maintain or improve performance during uncertain times. Personal traits such as resilience and adaptability combine with organisational support to shape these behaviours. The quality of leader relationships influences trust and engagement, which affects career stability. Understanding these dynamics offers insight into how individuals navigate uncertainty and proactively manage their career development despite challenging work environments.

**Topic 2: Work Identity and Temporary or Precarious Employment**

This topic explores how individuals develop and maintain their professional identity while navigating temporary or insecure employment. It focuses on the personal challenges faced by those with short-term contracts or unstable jobs and how these affect their self-concept and career growth. It considers how work-life balance, organisational connection, and social status influence identity during employment uncertainty. The topic also highlights the experiences of refugees and migrants whose careers are affected by wider social and political contexts. Understanding these perspectives helps individuals manage identity and career development despite precarious work conditions.

**Topic 3: Recruitment and Talent Management**

This topic explores how individuals experience recruitment and talent development in diverse and evolving labour markets. It examines how people engage with organisational processes, decision-making, and training programmes designed to support their integration and development. Additionally, it focuses on the challenges faced by diverse groups such as veterans, displaced workers, and employees in Small and Medium Enterprises (SMEs) as they navigate hiring and career growth opportunities. It also considers how individuals balance immediate job demands with long-term career goals. Insights help individuals understand and adapt to recruitment practices that promote inclusion, skill-building, and career advancement.

**Topic 4: Women’s Careers and Sustainable Development**

This topic explores the career experiences of women across cultural and professional settings with a focus on sustainable career development. It investigates barriers such as gender norms, motherhood, and migration, alongside strategies women use to build authentic and adaptable careers. Concepts like protean and boundaryless careers help explain women’s self-directed career paths. Research includes studies of entrepreneurs, academics, and professionals in diverse regions. The role of identity, social capital, and language is examined. This area supports efforts to promote gender equality and develop policies that enable women’s long-term career success and fulfilment.

**Topic 5: Mentoring, Relationships, and Career Development**

This topic examines how individuals use mentoring relationships to support their career growth, learning, and professional identity development. It explores both formal and informal mentoring, focusing on the roles of mentors and protégés in providing guidance, emotional support, and skill development opportunities. The quality of these relationships influences career progression and personal growth. Challenges like maintaining commitment and managing potential conflicts are also addressed. Additionally, mentoring benefits mentors through expanded networks and self-improvement. Understanding these dynamics helps individuals maximise mentoring opportunities to advance their careers and strengthen their professional skills.

**Topic 6: Leadership and Career Change**

This topic explores how individuals, especially leaders and professionals, navigate career transitions and adapt to organisational change. It focuses on personal development through executive coaching, targeted assessments, and leadership programmes that prepare them for new roles and challenges. The impact of unexpected career shocks and the need for proactive change management are highlighted. Ethical leadership and cultural awareness play important roles in these processes. By understanding these experiences, individuals can build resilience and effectively manage their career growth while contributing to organisational success in dynamic environments.

**Topic 7: Graduate Employability, Job Search and Career Choice**

This topic explores how graduates navigate the critical transition from education to the workforce. It looks at how personal factors like academic achievement, extracurricular involvement, personality traits, and generational influences shape their employability and job search strategies. Communication skills and entrepreneurial intentions are important for career success across diverse fields. The role of socio-cultural and educational experiences in shaping career aspirations is also examined. This research provides valuable insights to help graduates build confidence, make informed career choices, and develop skills needed for sustainable, fulfilling careers.

**Topic 8: Work-Family Dynamics and Well-being**

This topic examines how individuals balance work and family roles and the impact on their well-being and career outcomes. It explores how conflicts between work and family can lead to burnout, emotional exhaustion, and decreased motivation, while positive interactions can enhance satisfaction and engagement. Personal factors like age, support from supervisors, and mindfulness influence these experiences. The effects often extend beyond the individual to their family life. Understanding these dynamics helps individuals and organisations create strategies to manage work-life balance, reduce stress, and support long-term career success and personal well-being.

**Topic 9: Expatriate Careers and International Adjustment**

This topic explores the personal and professional experiences of expatriates and self-initiated expatriates on international assignments. It examines how individuals culturally adjust, find job satisfaction, and develop their careers while working abroad. The role of organisational support, training, and networking in aiding successful transitions is highlighted. Special attention is given to challenges faced by female expatriates and the importance of diversity and inclusion. Understanding these factors helps individuals navigate global mobility, build cultural competence, and shape their career paths. Insights inform policies to enhance expatriate success and career growth through international opportunities.