when the wind blows...

some people build walls others build windmilds



Career Self- Reliance

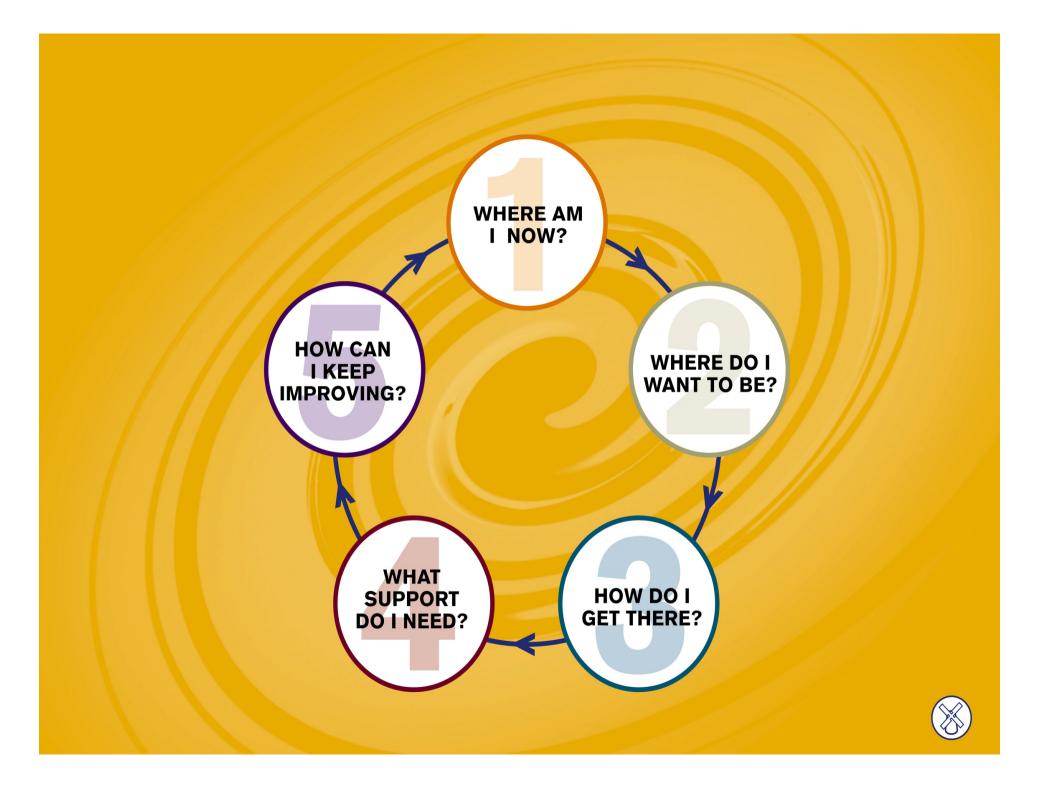


"The ability to *actively manage one's work life* in a rapidly changing environment; the *attitude of being self employed* whether inside or outside an organization...

...Those who are career self-reliant *know the skills, interests and style that bring them satisfaction in their work.* They are values driven; they are clear about what is important to them in their work and life and make decisions on that *self knowledge*. It is that knowledge about self that provides direction in a work world that is defined by constant change. Those who are self directed and know what brings them satisfaction in their work are *more able to maintain a sense of control and find direction in times of rapid change.*"

> Career Resilience in a Changing Workplace ERIC Clearinghouse on Adult, Career and Vocational Education (1996)





Skills Cards Task

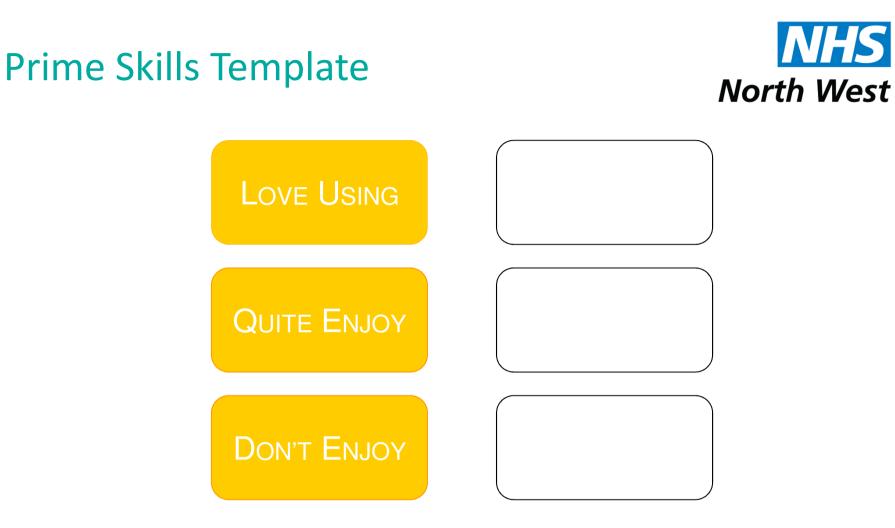




- look at skills in depth
- focus career goals
- improve self promotion
- work based discussions

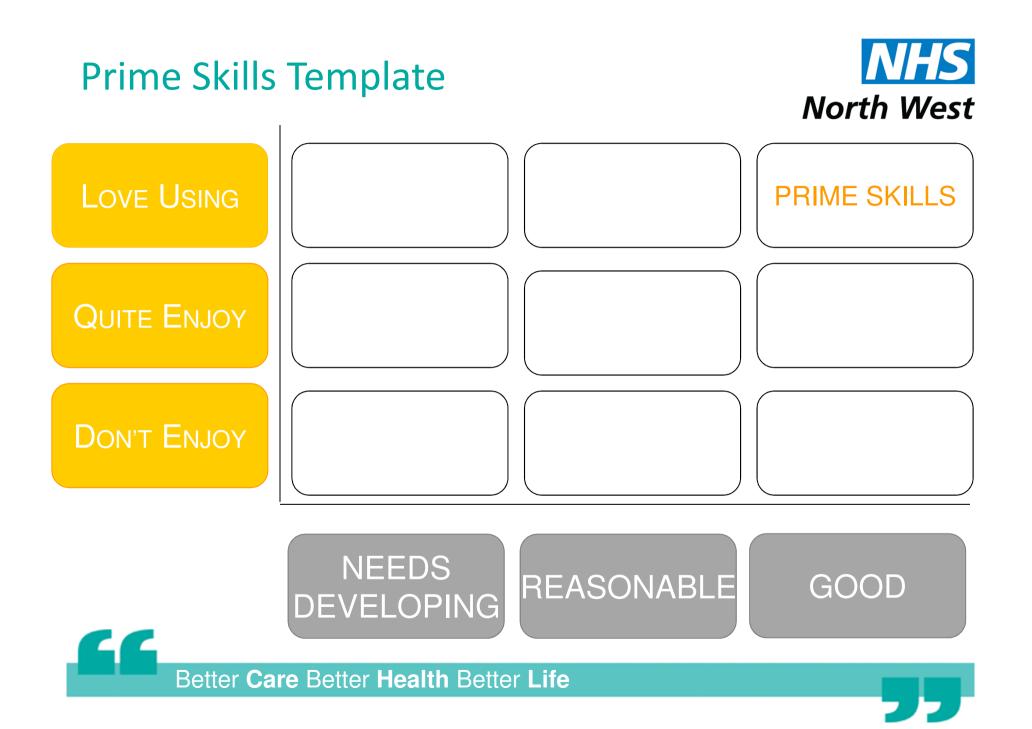






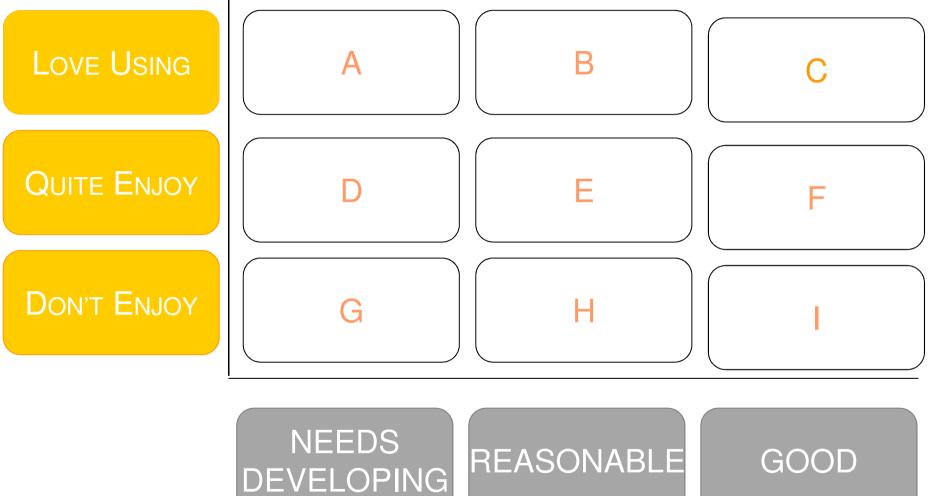














Skills portfolio

Love the most? Your number 1!

Love 6th best?

List the top six in order of preference





Skills



Love using, but needs	Love using and are good at
developing	(C)
(A)	If 80% of your work is utilising
Training and Development	these skills, you are more likely
Opportunity	to enjoy your job
Don't enjoy and needs	Don't enjoy but are good at
developing	(1)
(G)	If this is less than 20% of your
If large part of job = Burnout	work, you are more likely to
Avoid!	enjoy your job

"





Benefits of skills analysis

- job applications and CV
- identify own strengths
- identify areas of development
- help for discussion



starting point if struggling with career







"Teach people how to discover what is truly important to them, how to act in accordance with these values, and thus how to be truly productive and happy "

Hyrum W. Smith (Franklin Quest)







Golden ticket and Your Destination







Worry

40% of what we worry about never happens
30% has already happened
12% focuses on opinions or situations we cannot change
10% on our health (which only worsens it)

8% concerns real problems we can influence







Skills portfolio







Spare slides to follow

SPARE SLIDES TO FOLLOW





The Changing nature of Careers



The new career contract is not a pact with the organisation, it is an agreement with one's self and one's work! Hall – Protean Careers of the 21st Century	"the harnessing of your abilities, beliefs, thoughts and actions in order to rethink, redefine & reconstruct your job or career to achieve fulfilment & productivity" <i>Hakim (1994)</i>
Work has to be framed within the larger context of a life worth living!	a process by which individuals develop, implement and monitor career goals and strategies
'Take control of your career' John Lees	Gutteridge 1986

Self-reliance skills

- > SELF-AWARENESS
- > SELF-PROMOTION
- > EXPLORING & CREATING OPPORTUNITIES
- > ACTION PLANNING
- > NETWORKING
- > MATCHING & DECISION MAKING

- > NEGOTIATION
- > POLITICAL AWARENESS
- > CHANGE MANAGEMENT SKILLS
- > STRATEGIC THINKING
- > MANAGING RISK
- > SELF-CONFIDENCE

Career self-reliance – The way to build career resilience!

