

when the
wind blows...

some people
build walls

others build
windmills



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)



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Skills Cards Task



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



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Prime Skills Template

LOVE USING

QUITE ENJOY

DON'T ENJOY



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Prime Skills Template



North West

LOVE USING			PRIME SKILLS
QUITE ENJOY			
DON'T ENJOY			

NEEDS DEVELOPING	REASONABLE	GOOD
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Prime Skills Template



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LOVE USING	A	B	C
QUITE ENJOY	D	E	F
DON'T ENJOY	G	H	I
	NEEDS DEVELOPING	REASONABLE	GOOD



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Skills portfolio

Love the most? Your number 1!

Love 6th best?

List the top six in order of preference



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Skills



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



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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)



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Golden ticket and Your Destination



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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



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Skills portfolio



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Spare slides to follow

- SPARE SLIDES TO FOLLOW



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The Changing nature of Careers



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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”

Hakim (1994)

Work has to be framed within the larger context of a life worth living!

‘Take control of your career’ John Lees

...a process by which individuals develop, implement and monitor career goals and strategies

Gutteridge 1986



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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!