Welcome

- Acknowledgment of Country
- Jon Hazelton, Bravo Careers

Question: Hands up if you are at the career destination you thought you would be when first leaving school?

Discussed today, (content)

- Career theories as decision-making frameworks
- Core reflection pieces: values, motivators (skills), career interests, setting career goals
- Resources for career development and reflection

What does a career (choices) development process look like?

> " If it's to be it's up to me "
>
> *William Johnsen*

> " Ask for what you want and be prepared to get it "
>
> *Maya Angelou*

Reflection

Learning style

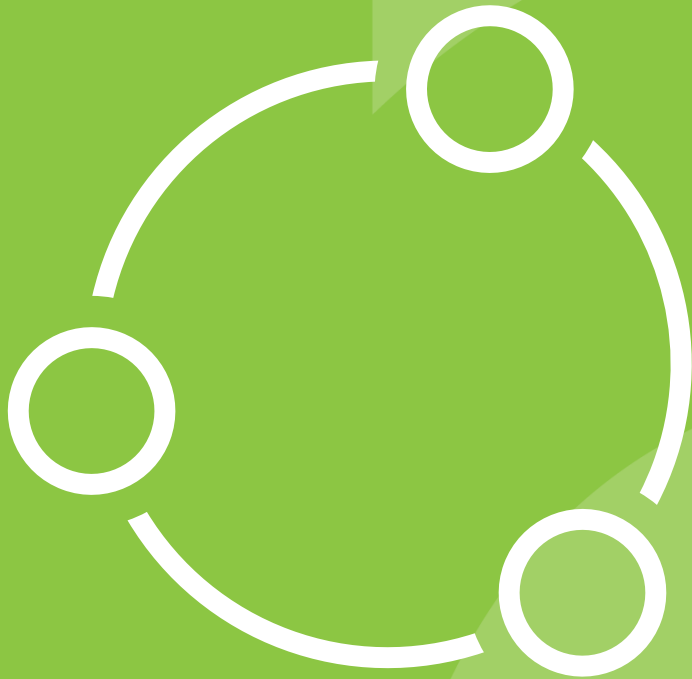Bias towards action

Goal setting, self-discipline

Advocacy, ownership

Concept:
Career theories and decision-making frameworks

Following are two modern career development frameworks and models that support making career decisions......

1. Design thinking model

2. Hope-action theory

Key to all career development frameworks and models they foster:

- self-exploration

- self-acceptance and;

- encourage constructive action

Design thinking (human-centered)
Stanford University d.school, 2017

Key principles for career development:

- **Accept**, expect failure and success and gravity issues
- **Empathize**, who are you? – gather info with an open mind (values, skills, goals)
- **Define**, what are you trying to achieve? from a human centered approach who benefits?
- **Ideate**, brainstorm with others, ways to achieve goal
- **Prototype**, experiment, viable avenues
- **Test**, try out ideas
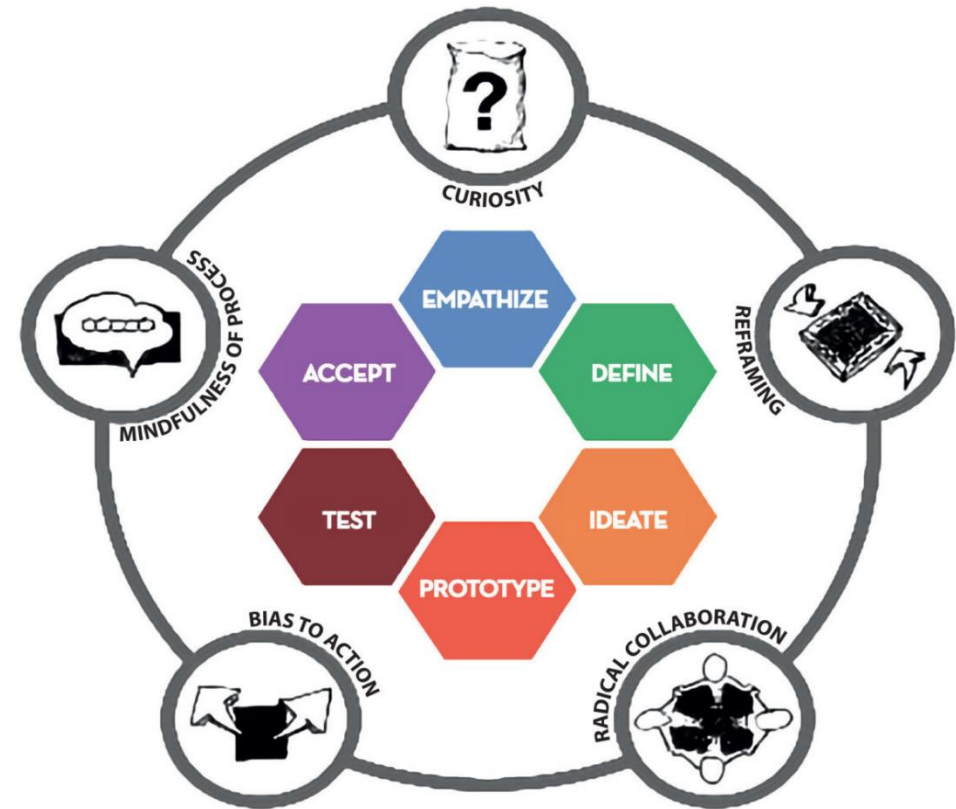
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Who? you're solving for
What? the needs are
How? will you solve them
Why? it matters

Hope-action theory
Spencer Niles, Norman Amundson, Hyung Joon Yoon, 2010

- Pinwheel model, with you at the centre

- Competency development framework across 7 areas **(hope, self-reflection, self-clarity, visioning, goal setting, implementing, adapting)**

- Considers environmental impacts both incoming/outgoing, cause and effects

- Use of metaphors as a catalyst for exploration

ENVIRONMENT

ADAPTING

SELF-REFLECTION

ENVIRONMENT

IMPLEMENTING

HOPE

SELF-CLARITY

ENVIRONMENT

GOAL SETTING & PLANNING

VISIONING

ENVIRONMENT

Visual metaphor:
# How do I feel about my career?

Concept:
Career Values
Career Motivators
Goal Setting

- Values – are our personal (core) guides or anchors we live through our job, careers and lives. Important note: our values can and do change over time

- Motivator (Skills) - assess what we are delighted using and doing at work, **compared** to what we dislike or have little or no skills in – are there areas for growth and learning

- Benefits of setting career or professional development goals, for 6 – 12 months, or 3–5-year timeline

Concept:
Personal preferences and career interests
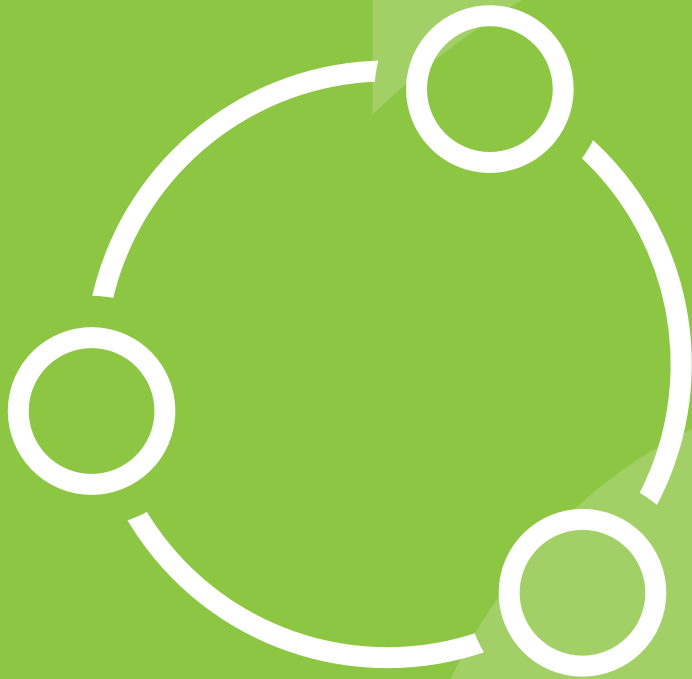
Passion or purpose

- What drives us in our work 'emotionally' can be seen as our passion.

- Passion can be seen as also for you.

- Our purpose – can be seen as why we do what we do

  – Is there alignment in your current role?

  – How would others describe your why?

Final thoughts

- What are you curious about in what you'll grow into next regarding your Career/Work/Life?

- Consider the three W's:

- What do I need to accomplish?

- Who can help me?

- When am I going to get it done by?

Thank you!

Design Thinking – 5 steps to designing the life you want

Step1: Watch YouTube clip – take notes- there are lots of great tips!
https://www.youtube.com/watch?v=SemHh0n19LA&list=PLtF3--zkUR7OouRYYCycUXxYG7t-sary4&index=15

Step 2: Create (ideate) and map out 3 career/life plans for the next 5 years ahead

The plans cover:

1. what are you most likely to do career, work, life wise
2. what will you do if plan number 1 doesn't work out
3. inspiration plan (what if money, status, or barriers didn't exist) the big D-dream life plan - what would you do?

Career conversation/accountability buddy

- Consider teaming up with a colleague/friend at work to openly discuss and work on your career or professional development plans together. Even better is a triad – 3 people. Be focused and disciplined rather than it just becoming a 'catch-up'.

VIA character strengths profile

- Consider this free tool to further explore your innate strengths
- Visit: https://www.viacharacter.org/
- Top right-hand corner – 'take the free survey' button
- Register details so they can send you the report

Career bullseye charts

- If you would like to explore different career paths, bullseye chart are a great interactive way
- Visit: https://myfuture.edu.au/bullseyes