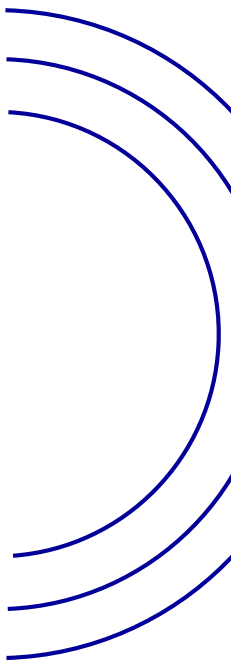


Navigating Your Career

Part I: Career Management





Career management is the combination of structured planning and the active management choice of one's own professional career.

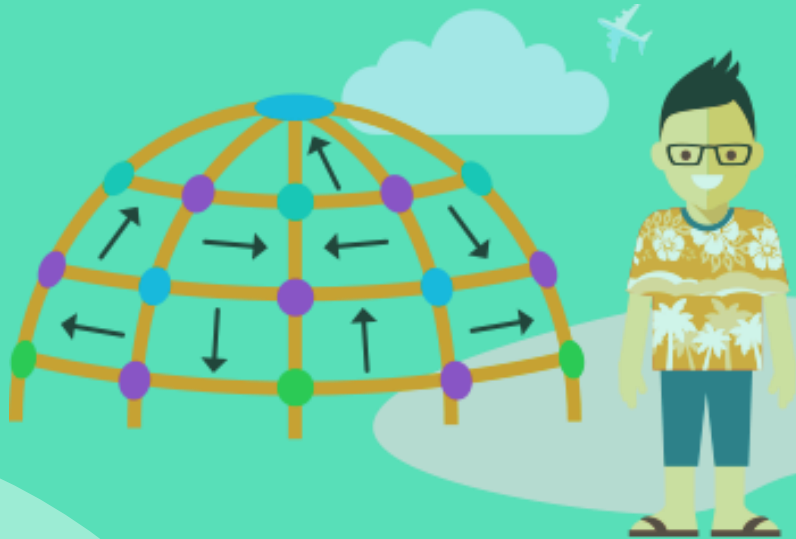


What is Career growth?

Growth is "a process of becoming larger, longer, more numerous or more important".

Career growth means focusing on getting a promotion so you can attain your next job title. Examples of career growth include getting a promotion, leading on a project or getting an increase in pay.

Your choices about your development will determine the leadership path you create. The design of your jungle gym will have many different rungs to gain a specific experience. A jungle gym approach may not always move upward right away, but if done right, it will move onward.

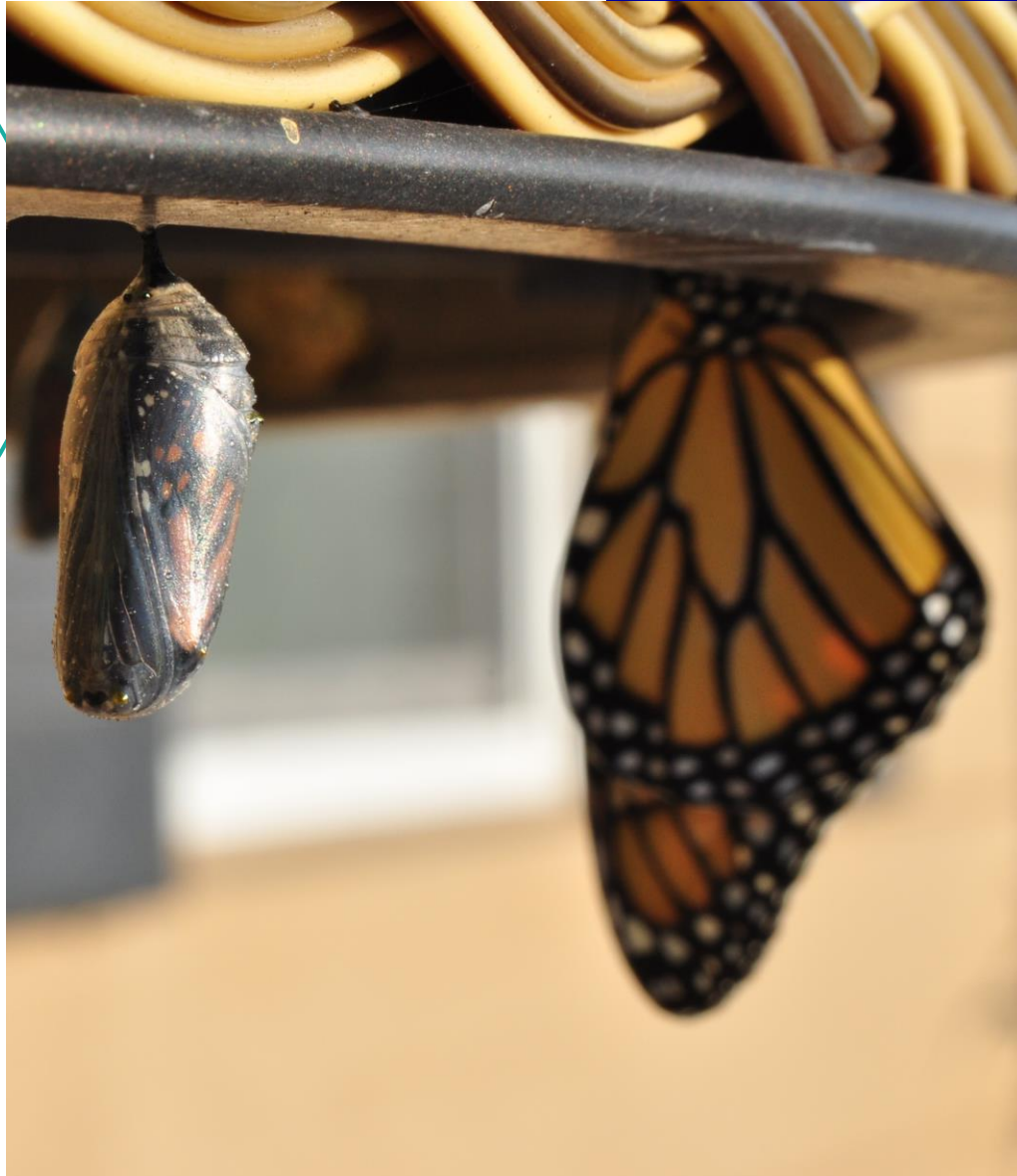


Jungle gym approach allows you to still reach the top, but it also allows you to be **strategic** and **flexible** and come up with different **approaches** and **choices** on how to get to that desired destination.

vs



Ladders are **linear** with only **one** distinct path to move up. There is a single trajectory here, which can be very limiting.



What is Career Development?

Development is a process in which something transforms. It may be physical, social or psychological. This is your well-being, your skills, and your talent. When you embrace career development, you're taking time to make improvements to yourself.

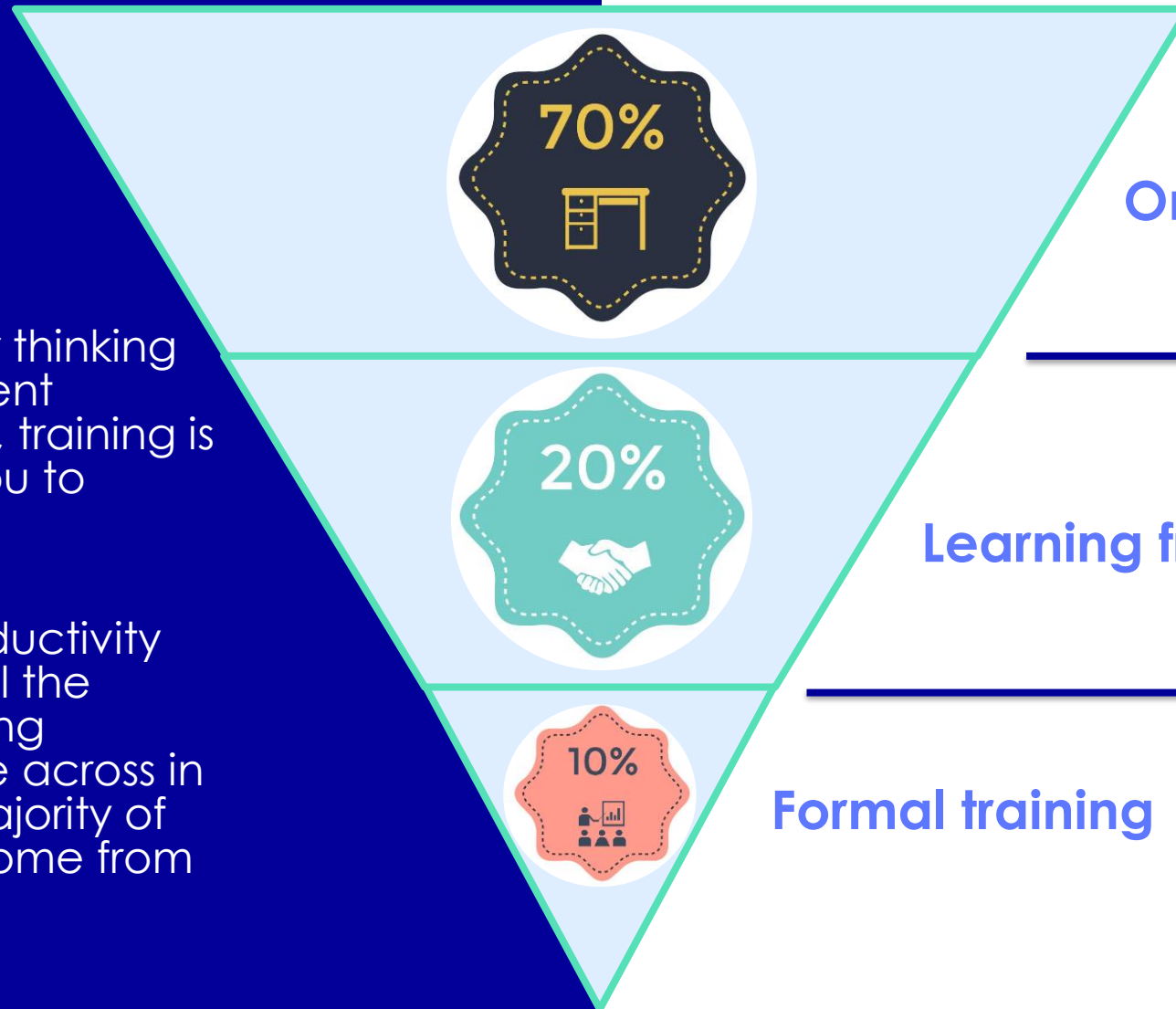
Career development is about pushing yourself to become better and enhance your personal strengths and skills. Examples of career development include: learning new skills, training on new software or researching new resources.

70/20/10 Development Triangle

Career Development

Sometimes we limit our thinking about how development happens. For example, training is not the only way for you to develop new skills.

If we estimate the productivity and effectiveness of all the learning and developing opportunities we come across in our careers, the big majority of the learning doesn't come from training.



On The Job Experience

Learning from Others

Formal training

When looking for ways to advance in your career, you can't focus solely on career growth or career development. You have to focus on them equally to create the strongest, and best you possible.

CAREER GROWTH

Strive for higher status than your current role

CAREER DEVELOPMENT

Improve your well-being, your skills and your talent

Pause for Reflection



Ask yourself...

What was your
dream job as a kid?

What's been your
career journey?