

CAREER

Time to reflect

2007 - THE START OF A NEW YEAR IS A PERFECT TIME TO REFLECT UPON YOUR CAREER GOALS.

CAREER NEEDS AND VALUES CHANGE OVER TIME AS WE MATURE, GAIN EXPERIENCE AND DEVELOP NEW SKILLS. NOT ONLY DO WE CHANGE, BUT OUR WORK ENVIRONMENTS ALSO CONSTANTLY CHANGE TOO. MITCHELL AND KRUMBOLTZ (1996) ADVISED THAT TRYING TO GET THE RIGHT MATCH WITH OURSELVES AND OCCUPATIONS IS LIKE "TRYING TO HIT A BUTTERFLY WITH A BOOMERANG". THIS IS ACKNOWLEDGING THAT IT IS NOT AN EASY TASK!

In the constantly evolving world of employment, there are qualities that enable us to take advantage of planned or unplanned career changes. The good news is... these qualities can be learnt through behavioural strategies, such as;

- **Goal orientated and planful** - set your career and life goals for 2007 and develop an action plan to achieve them.
- **Curious** - explore career, learning and development opportunities - research says there may not be a direct link with learning and career advancement but there is a positive correlation with learning and career satisfaction (there is something intrinsically satisfying about learning!).
- **Persistent** - keep going even in the face of opposition and be patient, finding and securing roles takes longer than we want it to. Find the strength and resilience to keep going, gain support from others.
- **Flexible and risk-taking** - if something's not working, change it! Be willing to initiate change and have the courage to take risks. The most successful people did not get where they are now without an element of risk.
- **Optimistic** - the one common characteristic amongst people who were happy and successful at work was optimism! Have faith and belief in yourself, if you don't believe in yourself how do you expect others to believe in you? Seek out other positive people (it rubs off!), read inspiring and motivating stories, laugh and smile more often (it's all in your attitude).

Other learnt qualities to help with successful career management include:

- **Networking and self-marketing** - promote yourself at every opportunity. This is a challenge if you are naturally introverted and humble - but it is a MUST to survive in today's competitive work environments, particularly if you are in active job-search.
- **Financial management** - needed to assist us with periods of unemployment (planned or unplanned), risk-taking and living our lifestyle within our means.
- **Balancing work and life roles** - taking time to re-charge and prioritising our life activities - should I clean the house today or go fishing?



Sarah, the cat and the 13 kg Kingfish

As you can see I opted for fishing and caught this 13kg kingfish in Omokoroa Harbour, the house-work waited another day... (the cat and I were very pleased!).

By achieving the above qualities, research shows that it will help you to take control of your career and be happy at work. So if your career is an area you wish to improve on for 2007 - it is your responsibility to get started and make a difference.

*Knowing is not enough;
we must apply.*

*Willing is not enough;
we must do.*

Johann Wolfgang von Goethe

Sarah Strong
Career Development Advisor

Mitchell, L.K. & Krumboltz, J.D. (1996). Krumboltz's learning theory of career choice and counseling. In D. Brown, L. Brooks, & Associates (Eds.), Career choice and development (3rd ed.), pp. 233-280. San Francisco: Jossey-Bass.