Overview of Topic

**Purpose:** To empower you to take charge of your career development and engagement, see that up isn’t the only answer, and lay the groundwork for future productive and caring career conversations with your manager.

**Ellie’s Topics:**

I. Rethinking career development
II. Where are you at NOW in your career?
III. How do you want to be DEVELOPING?
IV. Career conversations with your manager
What our careers look like now

(Gallop)

• Americans change jobs, on average, once every 2.5 years. By the time you reach age 44, you will have held 11 different jobs.

• You will have at least 3 different careers during the course of your working life.

• 65% of our kindergarteners today will be in jobs that don’t yet exist.

• Most people fall into their careers. We spend more time planning our vacations than our careers.

• 70% of American workers are disengaged in their work – 20% are actively disengaged, 50% are checked out.
What studies indicate people need in their work to be engaged

(Gallop)

• 86% consider *interesting* work essential.

• Workers who say they feel *cared about* by their supervisor are 67% more engaged.

• Workers who say they *make a direct social and environmental impact* through their job report higher satisfaction levels than those who don’t by a 2:1 ratio.

• Employees want *growth and engagement* more than promotions, raises, prestige or power.
The only thing permanent is impermanence.

Change is the only constant.
What Career Development Is and Is Not

**Is not:**

- One ladder, up, to the top
- Society’s definition of success: “Career ambition”, advancement, new title, “head”
- There’s only one path
- Manager’s responsibility
- Permanence and status quo
- Revolutionary growth
- Others know my path
- Career goal
- Future happiness

**Is:**

- Jungle gym, across, down/lateral
- Personal definition of career success: “Work passion”, engagement, growth, heart
- There are multiple ways to move & grow
- Employee’s responsibility
- Impermanent and change
- Evolutionary, step-by-step growth
- Only I know my path
- Career next steps
- Engagement/happiness now
Owning your career development means:

1. Knowing where you are at now about your work/career.
   - How do you define “career success”? 
   - How happy and engaged are you in your current work?
   - What keeps you engaged in work? What are your interests?

2. Knowing how you want to grow professionally.
   - What kind of work/tasks do you want to be doing?
   - What talents/skills do you most want to be using and developing?
   - What do you want to achieve?
Where you are at NOW

Scale of 0 – 10, how happy and engaged are you overall in your current job?

What I like about my job:

What I don’t like about my job:

I would be 3% happier in my work if?
Not happy?

• Make some changes within your job.
• Change how you think about your job.
• Change jobs.
What is your definition of “career success”? 
Engagement = Growth
3 Types of Skills = 3 Areas of Growth

**QUALITY (adjective):** Personality traits: *creative, honest, analytical, patient, outgoing, initiator*

**KNOWLEDGE (noun):** Technical skill or body of information: *accounting, college admissions, marketing, development, higher ed administration, financial aid, IT/technology*

**ABILITY (verb):** Transferrable or functional skills with people/data/things/ideas: *organizing systems, managing, teaching, counseling, working with numbers*
How do you want to grow professionally?

What are three skills you’d like to acquire/improve upon this year?

How might you develop these skills?
So you think you want to be a manager?

Good reasons for wanting to be a manager

Not so good reasons for wanting to be a manager

“Up” isn’t always better

“Up” isn’t the only answer....
Career (Skill) Development Options to Explore

Reconstruct your job.

Move to another position within the department or college.

- Attend conferences. Join professional associations.
- Take on a leadership role somewhere.
- Take a class on-line or on campus.
- Blog.
- Take on a mentee. Teach. Train.
- Get a mentor. Develop your mentwork.
- Take on a leadership role somewhere.

Volunteer, get on a board. Community service.

Ask for stretch assignments. Special projects. Events.

Seek out feedback on skills you can/should be developing.

A conversation that takes place between an employee and their manager the primary purpose of which is to further an employee’s career development (growth).
Your career conversations now

On a scale of 0 to 10, how comfortable are you in having a career conversation with your manager?

On a scale of 0 to 10, how skilled do you think you are at engaging in constructive career conversations with your manager?
What might be holding you back?

Won’t know what to say at certain points, I’ll get stumped

Don’t know what to talk about

Won’t have (all) the answers

Talking about “it” will make “it” worse

My boss won’t understand or be helpful

My boss will get angry or hurt or disappointed or will reject me

My boss will ask me to leave my job

Take too much time

My boss won’t respect/trust/like me
It is YOUR role to:

Be your own “career authority” and take 100% total responsibility for your career development.

Communicate what it is you need in work to be happy and engaged and how you’d like to grow your skills.

Generate and commit to (a) next career development action step(s).

Communicate what you need from your manager to feel cared about.

Recognize that you are NOT the only one invested in your growth: So is your manager and Champlain College, your employer.
It is your MANAGER’S role to:

Be a “thought partner”

Create safety for and listen deeply to you.

Ask questions that will provoke insight and awareness for you.

Explore ideas and allow for emergence of potential next career development action step(s) for you.
It is NOT their role to:

Choreograph new assignments.

Orchestrate a promotion.

Have all the answers.
Your role together IS to:

Co-create a “career development alliance”.

Facilitate insights and awareness for your career (skill) development.

Explore opportunities and possibilities that can link what you are interested in doing with real departmental needs.

Inspire responses that drive employee (you!) -owned action.
4 essentials

Curiosity.

Presence.

Talk.

Risk honesty.
Questions you might get asked
Engagement = Feeling cared about by my manager

On a scale of 0-10, how much do you feel cared about by your manager?

I would feel more cared about by my manager if.....
My Career Development Profile

Where I am at now in my work:

Definition of “career success”:

Current happiness and engagement:

What I need/want in work to be happy and engaged:

How I want to grow professionally:

Kind of work/tasks I’d like to be doing:

What talents/skills I most want to be using & developing:

What I want to achieve:

Action steps:
The 5 Steps to Growing Your Career

**Step I:** Assess how engaged you are now in your work

**Step II:** Know what will make you happy(ier) and more engaged in your work

**Step III:** Know what type of work you want to be doing and the skills you want to develop

**Step IV:** Explore what you want through conversations with your manager

**Step V:** Take action!
Be brave enough to start a conversation that matters.