



Your Professional Life

**Taking stock of where you are and
where you want to go**

Lynne Osborne, Career Development Center

Presenter

8/27/2010

The Lay of the land - - -

Current economic conditions

- National unemployment rate is 9.5% - in California, 12.2%, in LA county, 12.3%
- Outsourcing, downsizing, furloughs and layoffs are happening in industries across the board
- Technology is eliminating thousands of jobs a year
- Our state and our own CSU system is faced with unprecedented budget challenges

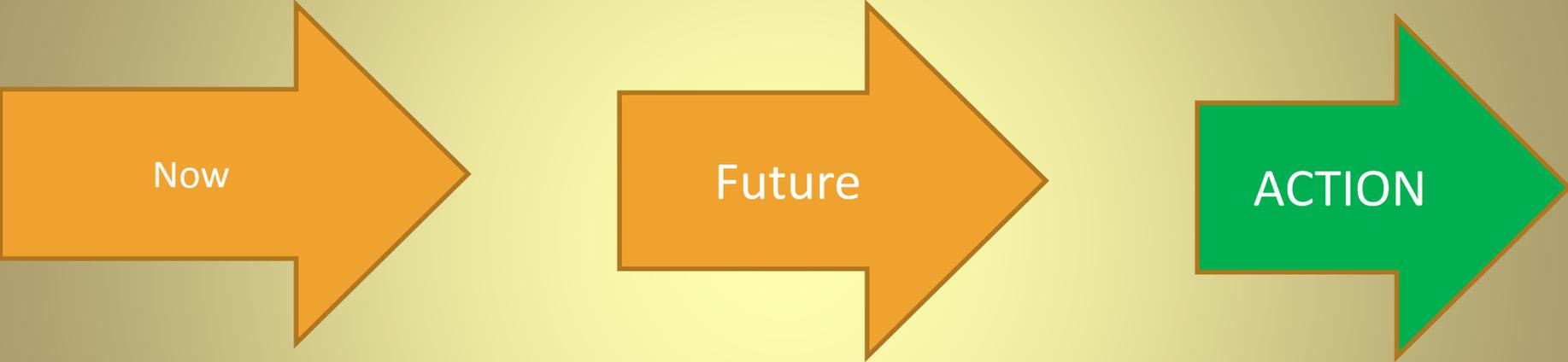
In the last decade - - -

- Enron, Goldman Sachs, Bernie Madoff – these stories (and many others) tell of systemic breaches of ethics and values in American society
- Recent world events have caused people to question their priorities and consider a commitment to a life of greater meaning

--- and the land is changing

- Americans are living longer than ever and working longer than ever – 100,000+ hours in a lifetime
- Recent surveys report that 50 – 60% of employees say they don't enjoy their work
- The average worker today holds 10 jobs before age 36, and three different careers during the life span





Now

Future

ACTION

ASPIRE – ACT - ACHIEVE

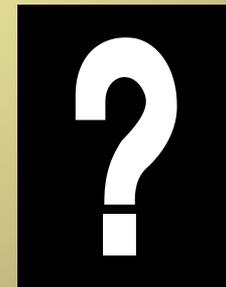
WHERE YOU ARE NOW

“Now” Questions

for your serious contemplation

- How would you describe your current situation?
- What energizes you?
- How are you contributing?
- What situations bring out your best?
- What are your options?
- What ideas do you have?
- Who are the key people who can help you?
- What would make your dream come alive now?
- What goals have you been considering?

Brainstorm!





Maslow's hierarchy of needs

Let's identify which needs are most important to you and which are being met, or not met.

Meeting your needs

Physiological Needs (scale I)

- These are the most powerful of human needs – that basic life essentials be taken care of.
- Realize the difference between needs and wants. Wants are things you desire that are not critical to the next stage of career fulfillment.
- This need level is concerned with day-to-day living – not the accumulation of wealth or long-term security.

Safety & Security Needs (scale II)

- This is our need to live free from fear, illness, injury, chaos & anxiety.
- Need for a stable and predictable workplace.

Belonging & Love Needs (scale III)

- A sense of camaraderie if this need is met – a sense of hostility if it isn't.
- Those who value these needs tend to have strong interpersonal skills.

Meeting your needs

Esteem Needs (scale IV)

- Self-esteem on the job is determined by the individual – can be related to a good reputation or confidence in your abilities.
- Respect, recognition, prestige and status may also be important.



Self-Actualization Needs (scale V)

- The realization of full potential.
- Is expressed in a job you love that lets you use your talents.
- Those who know their interests, personality, skills & values can more easily identify jobs and careers that will allow them to be fulfilled.
- Not a job, not a career, but a *calling!*

ASPIRE – ACT - ACHIEVE

WHERE YOU WANT TO GO

True Vocation



1. Everyone has a central life purpose that develops and changes over time, and it is wonderfully fulfilling.
2. Everyone can find or create work that expresses the life purpose and is financially viable.
3. Each person's purpose, values, interests, skills, experience and goals must be identified and filtered through the reality of the business environment in order to make it viable.

“Uniting who you are with what you do”

1. Life purpose
2. Values (needs)
3. Motivators & interests
4. Knowledge, abilities & skills
5. Work & other experience
6. Job/career targets
7. Work environment

All this must be filtered through “business reality.”



1. Life Purpose

- What do you love to do?
- What parts of your job and life activities do you thoroughly enjoy?
- What do you naturally do well?
- What are your greatest successes?
- Is there a cause about which you feel passionate?
- What are 10 important lessons you have learned in your life?
- What do you daydream about doing?
- You are writing your own obituary. What things do you want to be remembered for at the end of your life?



Homework

Write your life purpose statement. Think of your life purpose as an organizing principle for your life. When you have to make a decision, consider which option will take you closer to your life purpose.

2. Values

- Similar to needs (mentioned earlier)
- We consciously choose that which we value.
- Values help us make decisions.
- Values develop and take shape throughout our lives, although for many of us, values were instilled early.
- Our values motivate us.

"It's not hard to make decisions when you know what your values are."

-Roy Disney



3. Interests

6 groups of interests

Realistic – building, repairing

Investigative – researching,
analyzing

Artistic – creating or enjoying
art

Social – helping, teaching

Enterprising – selling,
managing

Conventional – accounting,
processing data

- *People are motivated by those activities in which they have a high level of interest.*

- Strong Interest Inventory



4. Knowledge, abilities & skills

- **Knowledge** can be “book learning” as well as life and job experience.
- **Abilities** are innate natural talents.
- The importance of soft skills is underestimated.

Homework

Catalog your knowledge from all sources – formal schooling, hobbies, training/seminars, reading & life experiences.

Soft skills are always transferable!

(intangible/nontechnical)

- Team player – great communicator
- Honest – reliable – fair
- Flexible - adaptable
- Detail-oriented – hard-working

Hard skills

(tangible/technical) – examples:

- Budget development/oversight
- Grant writing
- Web site design
- Facilities management
- Marketing/advertising

5. Work & other experience

What have you contributed through your work?

“Work Experience Stories”

demonstrate how you apply skills to a work-place context.

- Context
- Action
- Results

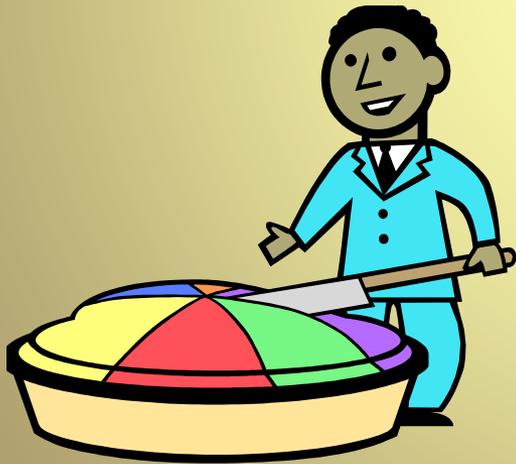


Types of career paths:

- Traditional ladder
- Zigzag career path
- Portfolio career path
- Lateral career path
- “Pro-retirement”

6. Job/career targets

- ***Be curious!***
- Research jobs and careers of interest
- Do informational interviews



The world of work is a huge pie with many, many pieces. How can you choose your favorite piece without doing some taste tests?

Homework

Imagine you are writing a movie script depicting a day in your ideal work life. Describe details, your feelings, your activities.

7. Work environment

- Geographic location
- Pace
- Support
- Compensation
- Organization's size
- Primary function (working with people, data or things?)
- Organizational culture ("How we do things around here")

Work from home?

Be your own boss?



Business Reality –

The two big questions, & more considerations

1. Can this job or occupation support you financially?
2. Does it allow you to sustain the lifestyle to which you are, or would like to be, accustomed?

Great
Source

www.bls.gov/oco

Determine market need

Evaluate financial feasibility

Understand a realistic time frame



ASPIRE – ACT – ACHIEVE

HOW TO GET THERE

Be committed/Get some guidance

Put your career development on 'Project Status'

You must consciously decide to actively, purposefully work on improving your situation each and every day. Be committed for the long haul.



Seek support

- Cal State LA Career Dev't. Center
 - *counselor appointments
 - *testing
 - *workshops, events
 - *access to CareerLink website
- A professional career coach
- Career One-Stop
- Women at Work
- Friend or family member to whom you can be accountable

ACTION

“Where are you ***NOW***”?

“Where do you want to be ***in a year***”?

“What will you do
in the next 48 hours
to get there”?



“This is *your* time!”