Career Planning

“Go Confidently in the direction of your dreams! Live the life you imagined…”

Henry David Thoreau
"Write down the revelation and make it plain on tablets so that a herald may run with it."

Habakkuk 2:2
Finding “Me” in the Call

- Finding Me in today
  - We live in a global world
  - How do you fit into your vision?
  - How do you lead your vision?
- The answer is in your ability to look at yourself
Personality Types

- Sanguine
- Choleric
- Phlegmatic
- Melancholy

Hippocrates
Personality Traits

- **Extroversion (E) --- Introversion (I)**
  Do you recharge your energy via external contact & activity (Extroversion) or spending time in your inner space (Introversion)?

- **Intuition (N) --- Sensing (S)**
  Do you rely on your inner voice (Intuition) or observation (Sensing)?

- **Thinking (T) --- Feeling (F)**
  When making decisions, what do you rely most on? Your thoughts or your feelings?

- **Judgment (J) --- Perception (P)**
  Do you tend to set schedules and organize your life (Judgment), or do you tend to leave the options open and see what happens (Perception)?

Carl Jung
Personality and Career

- Marketing You
- Employer is looking at not only skills, but you
- Work Environment
- Tasks
- Interaction
- Success
Values

- Value:
  - as a principle or quality intrinsically *valuable*
    or desirable
    - having desirable or esteemed characteristics or qualities
  - Merriam-Webster Dictionary
Values and Career

- **Intrinsic values**
  - These are the beliefs that you hold that are related to your motivation and satisfaction at your job
  - **Example:**
    - Variety in work
    - Achievement
    - Helping Others
    - Taking Risks
    - Public Contact
Values and Career

- Extrinsic Values
  - These are the rewards you find at work
  - Beware of these, sometimes it is the security of the paycheck that keeps us in the job
  - Example
    - Travel
    - Work in a team environment
    - Prestige
    - Status
    - Monetary gain
Values and Career

- **Lifestyle Values**
  - This reflects your leisure time, how you choose to spend it.
  - **Example**
    - Saving money
    - Vacation
    - Involved with politics
    - Simple life
    - Rural setting
    - Have fun and work
Vision, Calling, & Career

- **Calling** – what you were born/destined to do; your purpose
  - brings fulfillment, utilizes your gifts

- **Vision** – method in which you fulfill your calling
  - more specific; up to you to develop

- **Career path** – the vocation you choose to fulfill your vision

- **Target job** – the job you plan to have that is congruent with your career path, vision, and calling
  - less important – the means to the end
Goal Setting

- Goals should be congruent with your values and vision
  - Why have the goal of becoming rich when you value serving humanity in a career that pays average?
  - Are you saving up for a Lexus, Harley, or high-tech cell phone while ignoring your future goals and current values?
SMART Goals

- **S** Specific – clear and concrete
- **M** Measurable – can be known when achieved
- **A** Attainable – realistic & achievable with time, energy, ability
- **R** Relevant – to values and career
- **T** Time-bound – 1, 5, and 10-year goals; accountability
More guidelines

- **“Wantable” goals:**
  - do I want to do this or do I just feel that I should because of expectations or pressure from society or others?

- **Not dependent:**
  - are my goals dependent on the cooperativeness of others?

- **Set performance goals, not outcome goals**
  - am I in as much control of my goals as I can be?

- **Not too high, not too low**
Short/Long-term Career Goals

- **1 year goal**
  - e.g. earn As and Bs in career-related classes

- **5 year goal**
  - e.g. gain employment in area of career interest

- **10 year goal**
  - e.g. build strong network with those of similar career interests; become manager in career field; begin speaking at conferences

**Objectives** – steps taken to reach goals
Group exercise

- Break into groups of 2-3 people
  - Share goals with each other
  - Give feedback about objectives and SMART
Networks

- What is your network?
  - Verizon
    - “we never stop working for you”
- Who is in your Network
  - Remember that networks both ways
  - Alumni
  - Friends
  - Local Church
  - Guest Speakers who align with your call
  - The world
Social Networks

- These are the people you meet on an everyday basis
- School
- Work
- Volunteer
- Random Encounters

Online networks

- Making it easier for prospective employers to find you
  - Posting your profile
  - Airs Source point
    - Researches all resume databases online for employers
    - Jobsearch, Peoplesearch, monstar.com, careerbuilde, LinkedIn
    - Note LinkedIn has members from all Fortune 500 companies and represents 130 industries
    - Lots of opportunity
- Beware of Facebook, MySpace and blogs are kept professional
Maintaining Networks

- Verizon
  - Customer has the phone
  - The network keeps the customer online and in-service

- Maintenance
  - Follow up: personalization
  - Remember names
    - Rhyme, think of something, say their name 3 times
    - keep a running a profile
Activity

- Share your Vision and your Goal
- Find 2-3 people in the room that can assist you in meeting your goals, or bringing clarity
- Use your networking skills
Career Planning

Please give us your feedback.