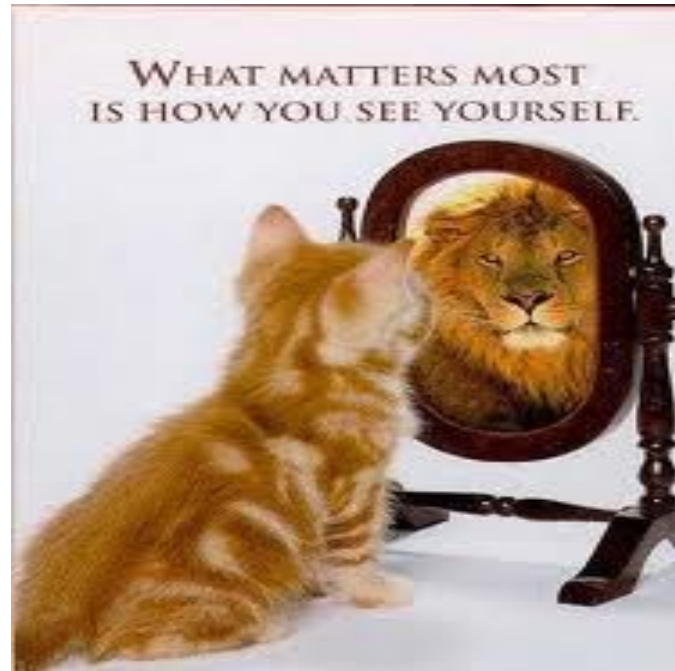


# WHY IS CAREER DEVELOPMENT SO IMPORTANT?

Topic #2

# Career Development Components

- Personal Management:
  - Self Awareness
  - Life roles/ relationships
  - Life changes and growth



# Career Development Components

- Career Exploration / learning and work exploration
  - Global influences (political, economic, environmental, and technological)
  - Employability skills
  - Lifelong learning
  - Financial management



# Career Development Components

- Career Preparation:
  - Life/work role balance
  - Decision making/ problem solving
  - Goal setting
  - Life experiences (work/leisure)



# Why is Career Development so Important?

- When you have a solid plan you are better able to identify potential opportunities and various internal(interests, abilities) and external influences(family, home, school, community etc) that could influence overall career development)
- All your experiences shape your career development. Your life roles, environment and events in your life (graduation, marriage,



# Why is Career Development so Important?

- And connections with others serve as building blocks in your career. The decisions we make can have a big impact on the direction that our career takes



- Case study pg. 7

# Balanced Decision Making

- Logical Thinking(brain) VS Intuition (your gut feeling)



The goal is to make effective well informed decisions

- Analyze all the information, data, and alternatives
- The ultimate decision will be individual, it must suit you

Look at the decision from all angles

# Balanced Decision Making

- Jenny's Story pg 11
- 1. what did Jenny learn about career development from her father?
- 2. what evidence is there that Jenny made a balanced decision?



# Planned Happenstance Theory

- This Theory considers the idea that individual chance occurrences can greatly impact one's career development.
- You need to recognize all opportunities presented in life so you can capitalize on seemingly insignificant or unexpected opportunities

# Planned Happenstance Theory

- Choices regarding opportunity are connected to experience and future options
- You need to reflect on your sources of influences and how career choices could be the result of messages conveyed, directly or indirectly
  - Media
  - Culture
  - Family
  - Peers income
  - Religion



# Adapting to Change

- **Adapting to change** allows you an opportunity to reflect on the transitions/changes that occur naturally in your life
- Some changes are **predictable**, others occur due to external events or experiences
- Change is **inevitable**- you must accept change as a part of life and participate in the experience



# Adapting to Change

- You need to see change as an opportunity for growth and develop strategies to help you deal with change
- **Personal Development areas** affected by change
  - Social
  - Emotional/psychological
  - Physical
  - Educational/intellectual
  - Spiritual



# Adapting to Change

- **External factors** precipitating change
  - Demographics
  - Technology
  - Globalization
  - Politics
  - Economy
  - Changing workplace



# Class work

- Pages 138-139 in textbook
- Complete case studies on handout and place in notebook, will be evaluated as part of your career content portfolio mark, notebook section.



# How will you cope with change?



- There will be many times in your life when change will occur suddenly and that things will not work out as they intended.
- Individuals need to develop resiliency.

# Resiliency

- The extent to which we keep our spirits up and adapt when things do not work out as we would have liked.
- Individuals who have a positive self-esteem have a greater ability to cope with change, forge ahead even through the challenges, and bounce back from adversity and failure.
- The more resilient one is the more one can “bounce back”



# Adaptability

- The capacity to be able to initiate and welcome change. It allows for a greater readiness and willingness for training and skill development, and facilitates the transition to workplace change such as , technological changes, continuous growth and development in organizations.



# Flexibility

- The capacity to adjust to the quality and quantity of changes in the work environment. Ex. Reprioritization of existing and additional responsibility, work hours, training, upgrading, etc.
- The ability to adapt and work effectively within a variety of situations, and to work with various individuals or groups
- Understanding and appreciating different and opposing perspectives on an issue, adapting one's approach as situation changes, and changing or easily accepting changes in one's own department or job requirements.

# Responding to change



- Read text page 250.
- Complete Case studies: Donna's Story and Peter's Story on the handout and place in Notebook section.

# Well-Being

- A contented state of being happy, healthy, and prosperous.
- How do you achieve well-being?
- 7 areas of well-ness:
  - Physical
  - Emotional
  - Intellectual
  - Social
  - Spiritual
  - Occupational
  - environmental

# Holistic

- Emphasizing the importance of the whole and the interdependence of its parts
- Concerned with the **whole** of ones career, as its parts all work together



# Case studies



- Page 230-231 in text book. Read case studies and answer the questions in the activities, to be placed in your Career Portfolio when complete