

# CREATING CAREER SUCCESS

A Flexible Plan for  
the World of Work

**FRANCINE FABRICANT**   **JENNIFER MILLER**   **DEBRA J. STARK**

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# CREATING CAREER SUCCESS

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## Chapter 1: Prepare

# » What does this mean to you?

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Nadezhda V. Kulagina

For tomorrow  
belongs to the  
people who  
prepare for it  
today.

~ African proverb



# Where to start?

What's  
important to  
you?



scyther5



Monkey Business Images



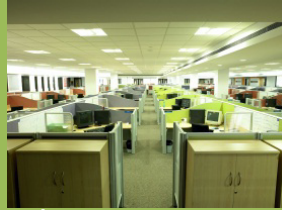
Gunnar Pippel

# Prepare for your lifetime



# Career journal

## Environment



Jude Lazaro



CandyBox Images



Dmitriy Shironosov

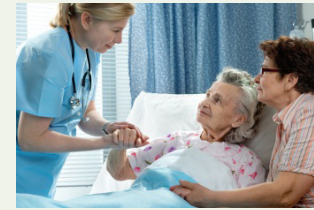
## People



Kiselev Andrey Valerevich



Dmitriy Shironosov



Alexander Raths

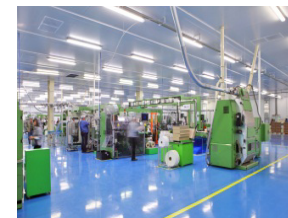
## Activities



Alexander Raths



Alexander Raths



Vladimir Melnik

# » Prepare for the world of work



Yuri Arcurs



StockLite



Benjamin Haas



nopporn

# Diversity



manzrussali



Yuri Arcurs



Golden Pixels LLC



auremar



maxstockphoto

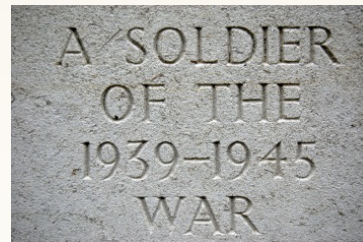


# » Multigenerational workplace

## Overlapping images of Four generations



Lisa Fischer



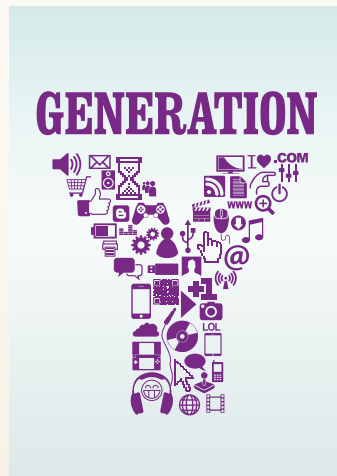
Rob Cottrell



Leigh Prather



Varina and Jay Patel



Thomas Pajot



iQoncept



OtnaYdur



Berci

# » Technology/globalization



alphaspirit



Toria



ArtisticPhoto



Robnroll



# What do you think?

Diversity, technology and globalization  
will affect my career by...

# » Goal of career development



# A career

**Evolves over time**

**Reflects broad themes**

**Involves accumulation of skills and talents**

# Career theorists

Frank  
Parsons

- Founder of field of vocational psychology
- Match skills to occupation

Donald  
Super

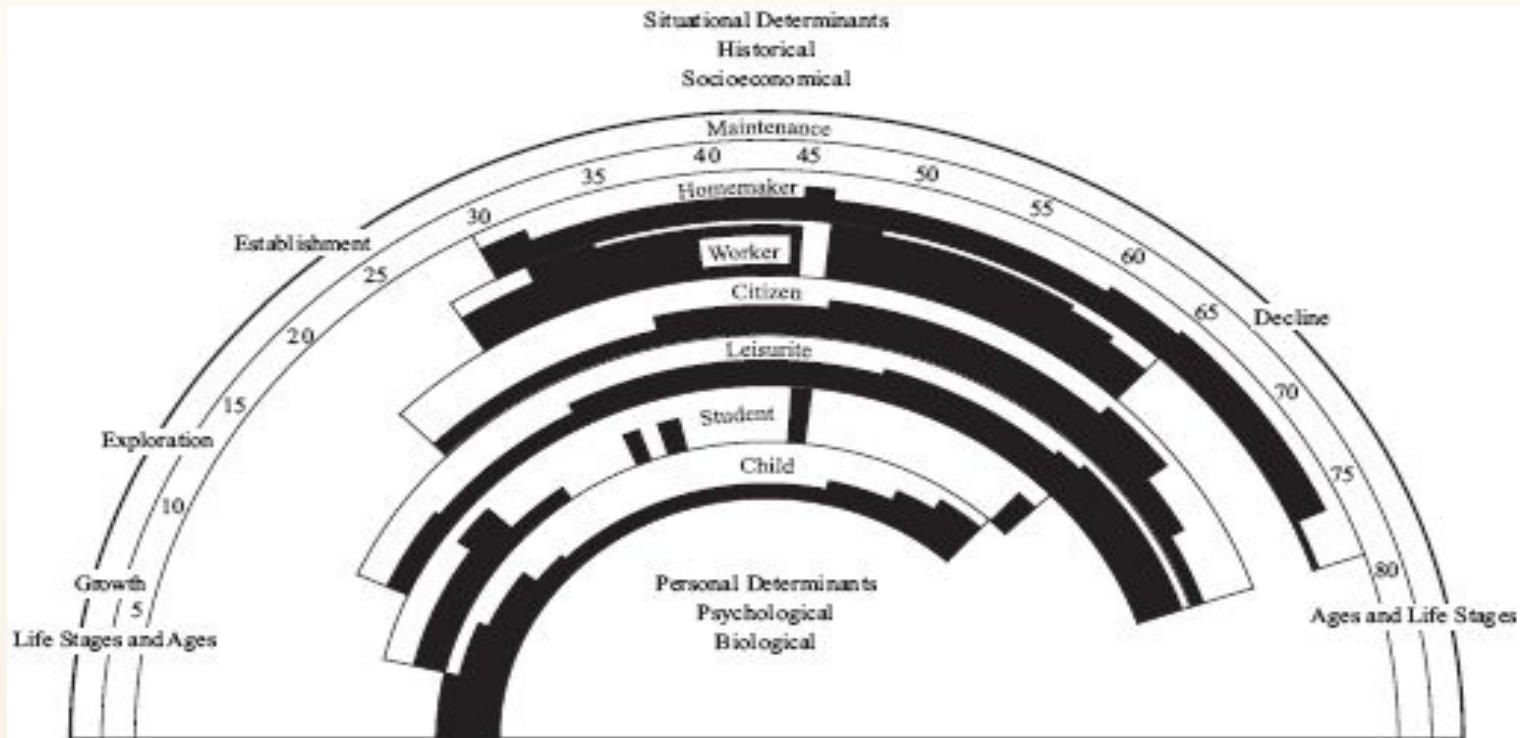
- Developmental theorist
- Nine life roles; five life stages

John  
Holland

- Built on Parsons' work
- Theory of personality type

# » Super's developmental theory

- Life roles and life stages



# Portfolio thinking

## Review past successes

- Highlight skills, abilities, interests, and values

## Identify skills gaps

- Develop appropriate plans

## Recognize personal accomplishments

- Enhance career resilience
- Consider additional career options



# Career Portfolio

## Your Flexible Plan

### Prepare For Your Career

Drafting a flexible career plan offers you an opportunity to apply the content in every chapter of this text to your personal career development goals. Some chapters focus on self-assessment or gathering information about the world of work. These require a plan of analysis. Other chapters prepare you to take action to reach your goals, such as building relationships, making decisions, creating a résumé, or practicing interview skills. These require a plan of action.

Here are the steps of the plans you will create in each chapter.

### PLAN OF ANALYSIS

- Step 1: Gather Information
- Step 2: Evaluate the Information
- Step 3: Make Conclusions

### PLAN OF ACTION

- Step 1: Set Objectives
- Step 2: Identify Tasks
- Step 3: Define Action Steps

Your flexible plan will help you analyze information and take relevant, meaningful action steps. The chapters are laid out in a step-by-step approach, modeling the cycle of analysis and action throughout your career.

#### Your Flexible Plan

|  |   |   |
|--|---|---|
| <i>Plan of Analysis</i>                    | Chapter 2: Skills<br>Chapter 3: Preferences<br>Chapter 4: Values<br>Chapter 5: Explore          | Assess Your Skills<br>Define Your Preferences<br>Discover Your Values<br>Develop a Career Exploration Strategy                  |
| <i>Plan of Action</i>                      | Chapter 6: Relationships<br>Chapter 7: Decision Making<br>Chapter 8: Tools<br>Chapter 9: Launch | Invest in Your Relationships<br>Commit to Your Next Step<br>Create Your Job Search Tools<br>Initiate a Job or Internship Search |
| <i>Plan of Action and Plan of Analysis</i> | Chapter 10: Career Management   | Manage your Career  |



# Campus Resources

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**What resources are available  
on your campus?**

# Community Resources – which ones are available to you?



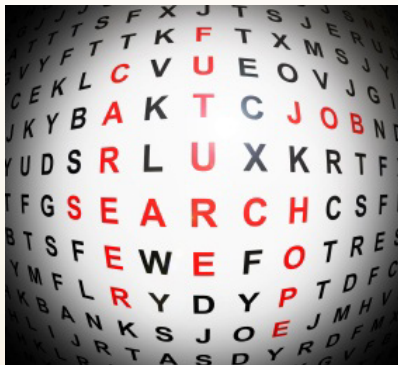
beboy



Sylvie Bouchard



Maisna



Sam72



Mike Heywood

# A flexible career plan

## Analysis

- Gather information
- Evaluate
- Make conclusions

## Action

- Set objectives
- Identify tasks
- Define action steps



# What do you think?

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- Who is responsible for your career success?
- What are you looking forward to in the world of work?