

A stylized graphic on the left side of the slide. It features two dark green mountain peaks with rounded tops. Below the mountains is a dark green wavy line representing a hillside or a body of water. At the bottom is a blue wavy line representing water. The entire graphic is composed of solid colors and simple shapes.

# Career Management

Steve Joiner  
[steve.joiner@multco.us](mailto:steve.joiner@multco.us)

*He/Him/His*  
Talent Development



# Career Management

*It isn't normal to know what we want.  
It is a rare and difficult psychological  
achievement.*

– Abraham Maslow, *Motivation and  
Personality*

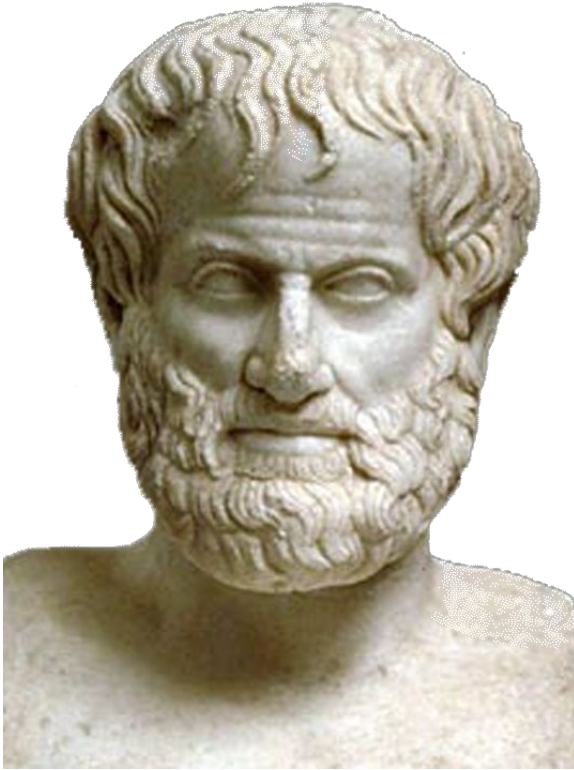
A stylized graphic on the left side of the slide. It features two dark green mountain peaks in the upper left. Below them is a dark green wavy band representing a valley or a body of land. At the bottom is a blue wavy band representing water. The shapes are simple and organic, with no internal details.

# Career Management

*The most remarkable feature of the modern working world may in the end be... **the widely held belief that our work should make us happy.***

--Alain De Botton, *The Pleasures and Sorrows of Work*

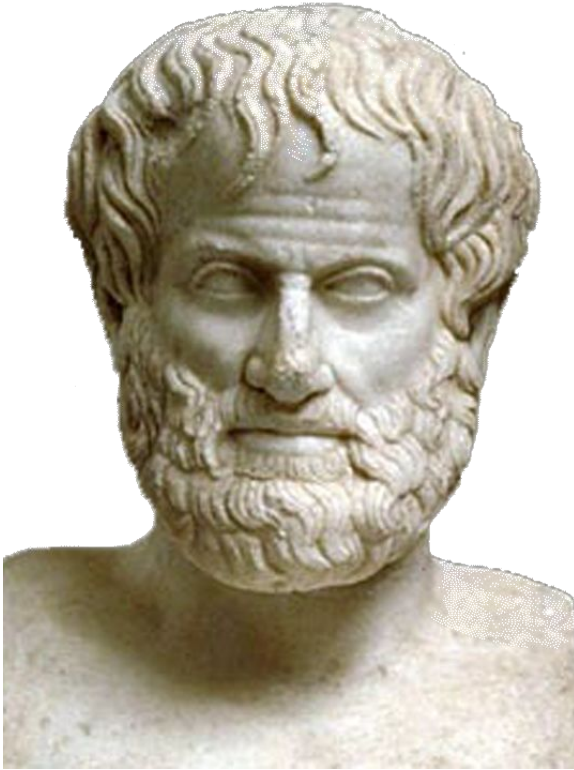
Party time! // Excellent!



**Excellence,**  
then, is not an act, but  
a **habit.**



Party time! // Excellent!



**Career Management,**  
then, is not an act, but  
a **habit.**



## Udderly Amazing Advice // Don't Have a Cow

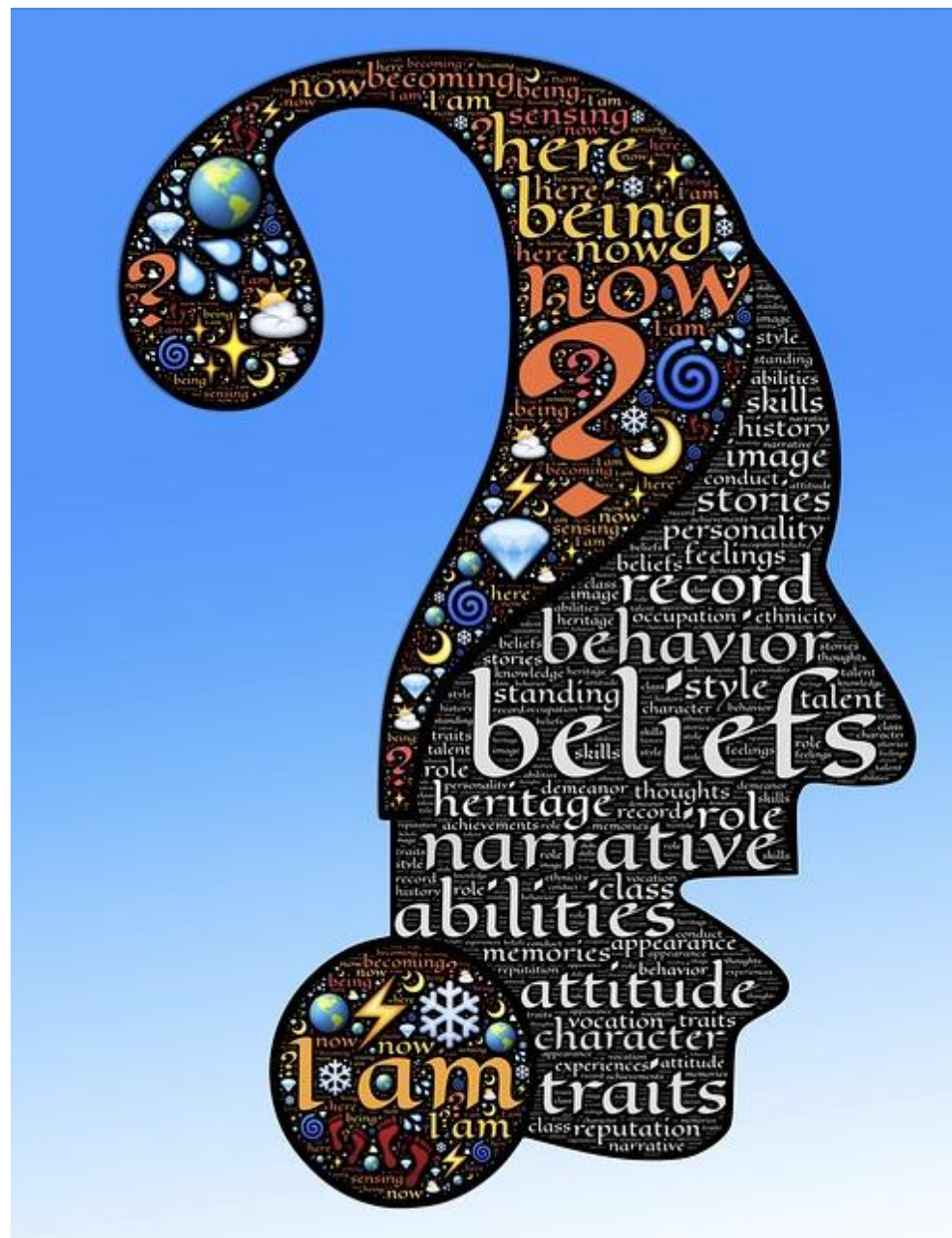


Try to always be out standing in your field





# Career



# Identity



# Career Management // Passion & Balance



Intense enthusiasm, zeal, vigor

Maintaining a sense of stability  
through constant minor adjustments

*Passion isn't always the goal.  
Balance isn't always an option.*





# Getting



# Started

*"Remain calm and list your goals  
in order of priority."*



peterbaeklund.com

**CFO asks CEO: "What happens if we invest in developing our people and then they leave us?"**

**CEO: "What happens if we don't, and they stay?"**



# Career Management // The unexamined worklife ain't workin'



Career Management // Alliterative Attack!

Self, Sector, Synergy

(Steve)

Self, Situation, Support, Strategies

(Sargent & Schlossberg)



**“In the beginner’s mind there are many possibilities.  
In the expert’s mind there are few.” *Shunryu Suzuki***

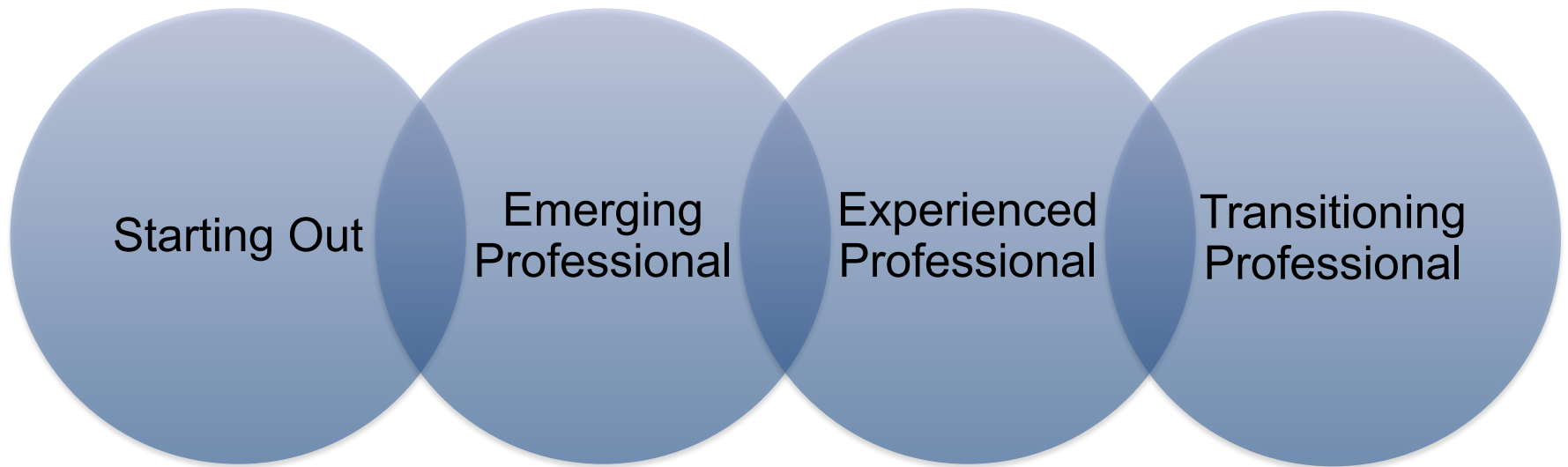




# Career Management // Why bother?



# Career Management // Don't Stop. Continuum!



# Career Management // Don't Stop. Continuum!

## Starting Out

Education

Internships

Service Learning

Volunteerism

Emerging  
Professional

Experienced  
Professional

Transitioning  
Professional



# Career Management // Don't Stop. Continuum!

## **Emerging Professional**

Introductory Job

Probation Period

On-the-Job Training

Enhancing Skills

Continuing Ed.

Mentee Opportunities

Board Service

Starting Out

Experienced  
Professional

Transitioning  
Professional



# Career Management // Don't Stop. Continuum!

## **Experienced Professional**

Mentoring Opportunities

Creating/Growing Positions

Management/Leadership

Enhancing Skills

Continuing Ed.

Workflexing

Board Service

Re-Careering

Starting Out

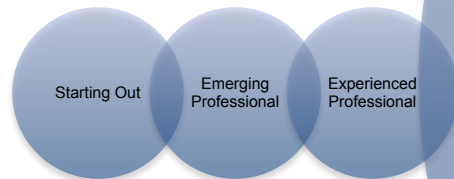
Emerging  
Professional

Transitioning  
Professional





# Career Management // Don't Stop. Continuum!



## **Transitioning Professional**

Re-Careering

Knowledge Transfer

Social Capital Transfer

Position Restructuring

Workflexing

Job Sharing

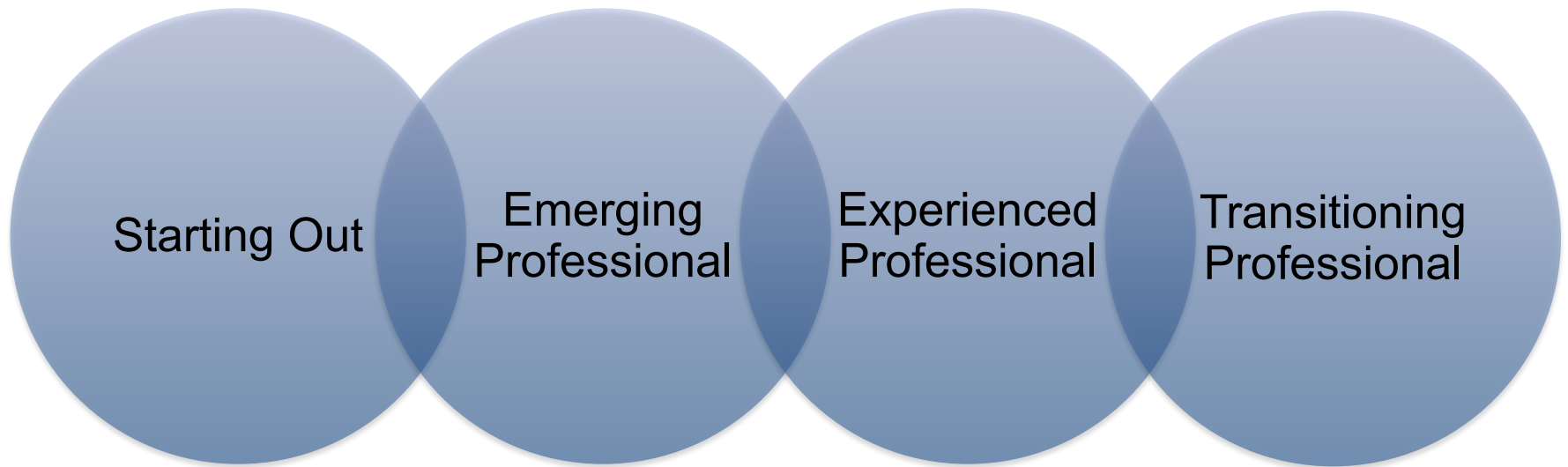
Consulting

Board Service



Career Management // Don't Stop. Continuum!

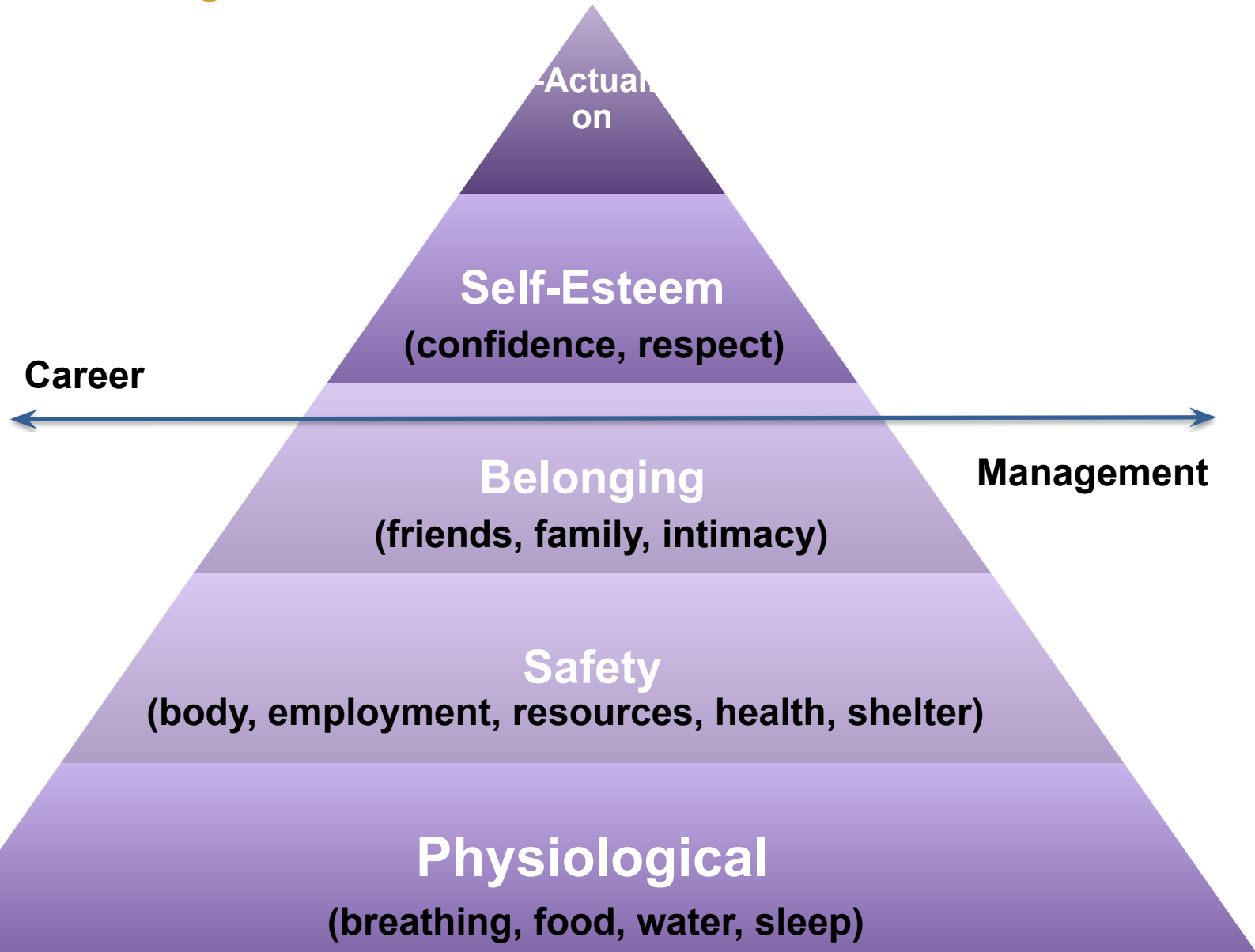
# Where are you in your career?



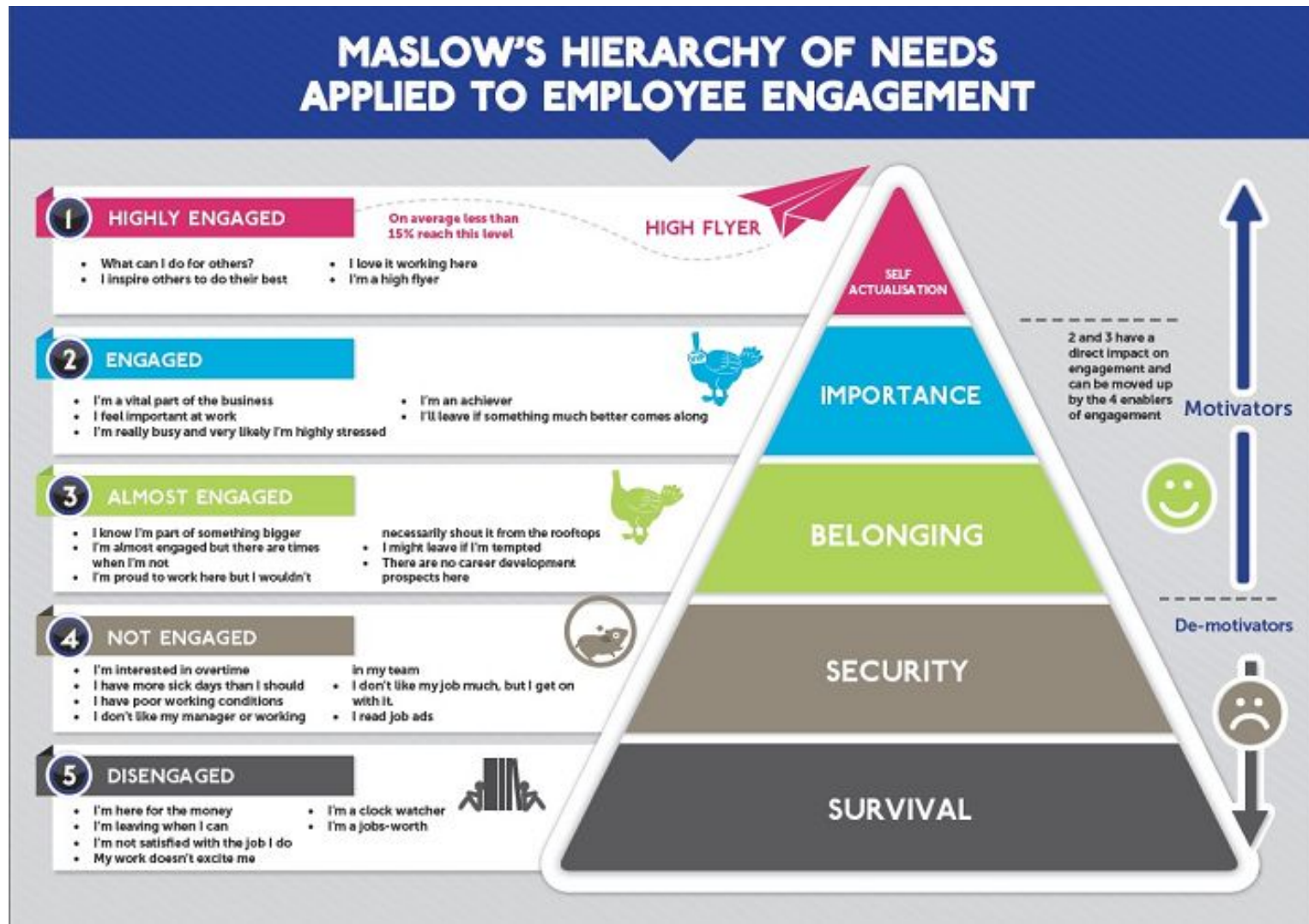
# Where are your colleagues?



# Career Management // Need to Know



# Career Management // Need to Know



1. **Agency** (control)
2. **Authenticity** (genuine)
3. **Connection** (relationships)
4. **Self-Clarity** (sense of self)
5. **Wholeness** (combining life roles)





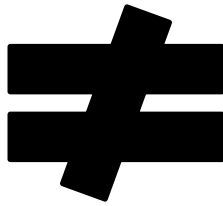
30% Engaged  
50% Not Engaged  
20% Actively Disengaged

*Gallup State of the American Workplace, 2013*



Career Management // Do not a braggart be

*To authentically and specifically articulate your unique value*



Bragging  
Sucking Up  
“Any color of” Nosing  
Being disingenuous  
Being Fake



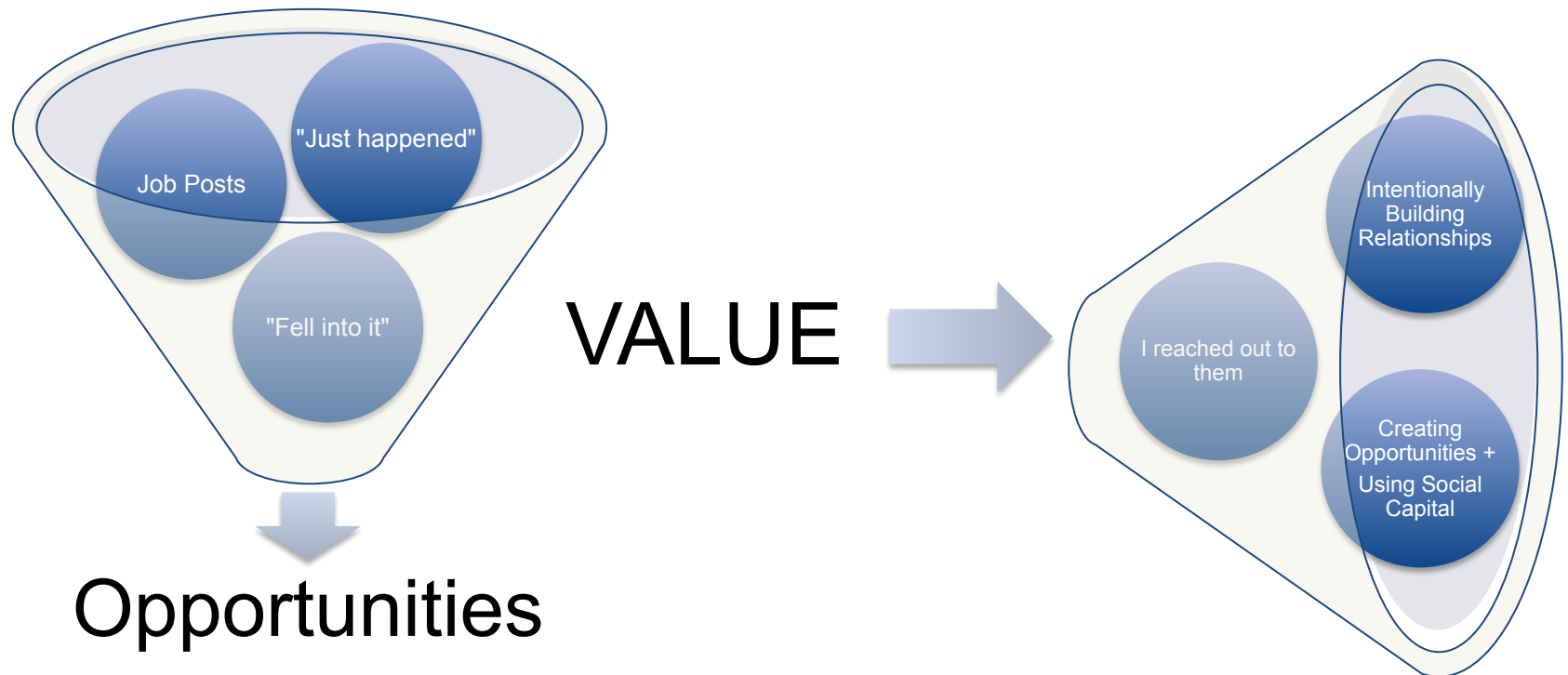
Effective Communication  
Managing Up  
Networking  
Information Sharing  
Relationship Building\*

\* From the Center for Creative Leadership's *Leading Effectively* Podcast Series episode “Why Now is the Right Time for Self-Promotion”

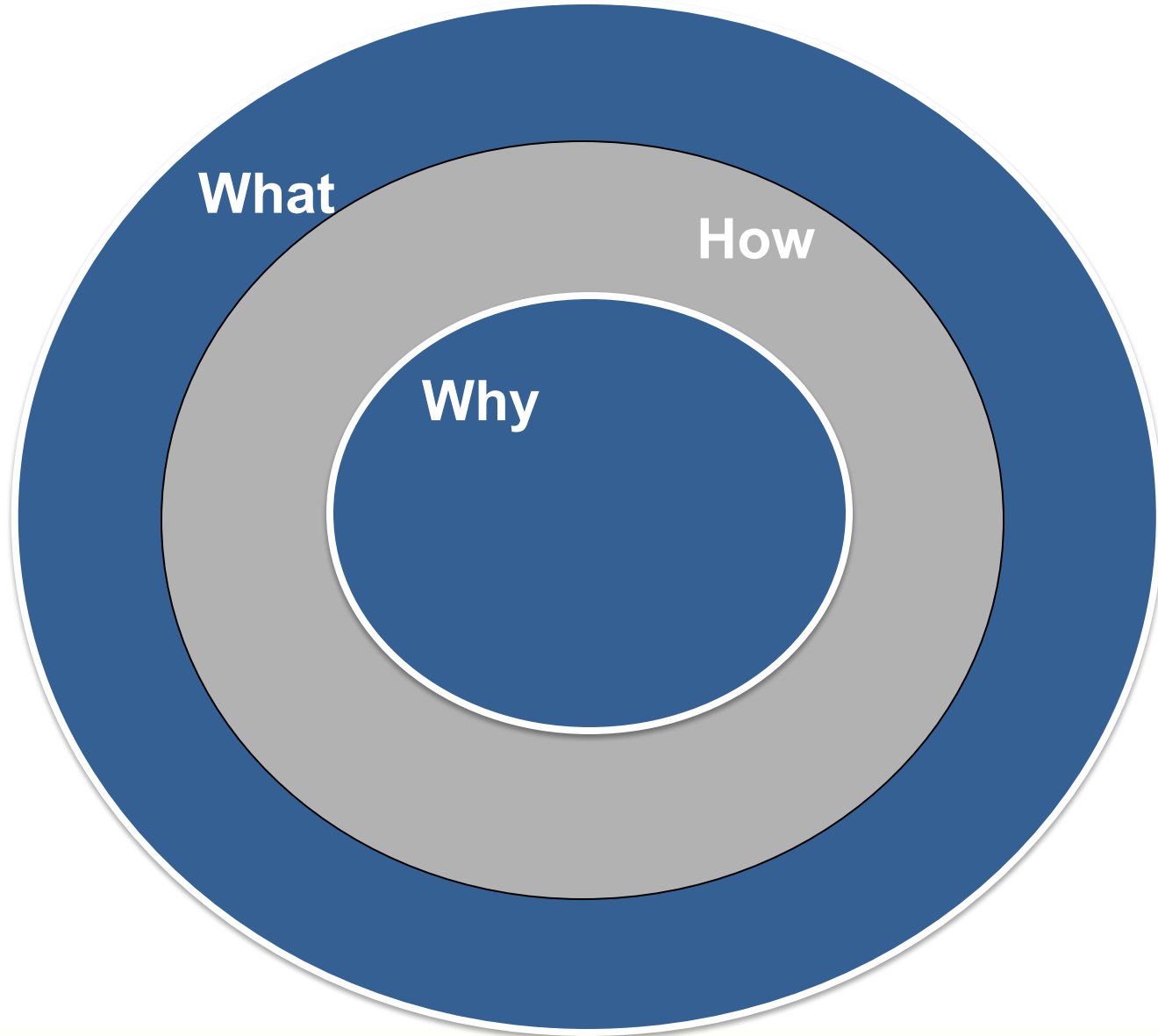


## Career Management // Do not a braggart be

*To authentically and specifically articulate your unique value*



# Career Management // Stay on Target. Stay on Target.



## Career

(**noun**): An occupation undertaken for a significant period

(**adj**): working permanently in or committed to a particular profession



The *Career Caretaker* is dead...





## Career

(**verb**): move swiftly and in an uncontrolled way in a specified direction

Ex. The car careered across the road, through the guard rail, and into the ravine.

... long live the ***Career Entrepreneur!***



# Career Management // Loyalty Works Both Ways

## CAREER CARETAKER:

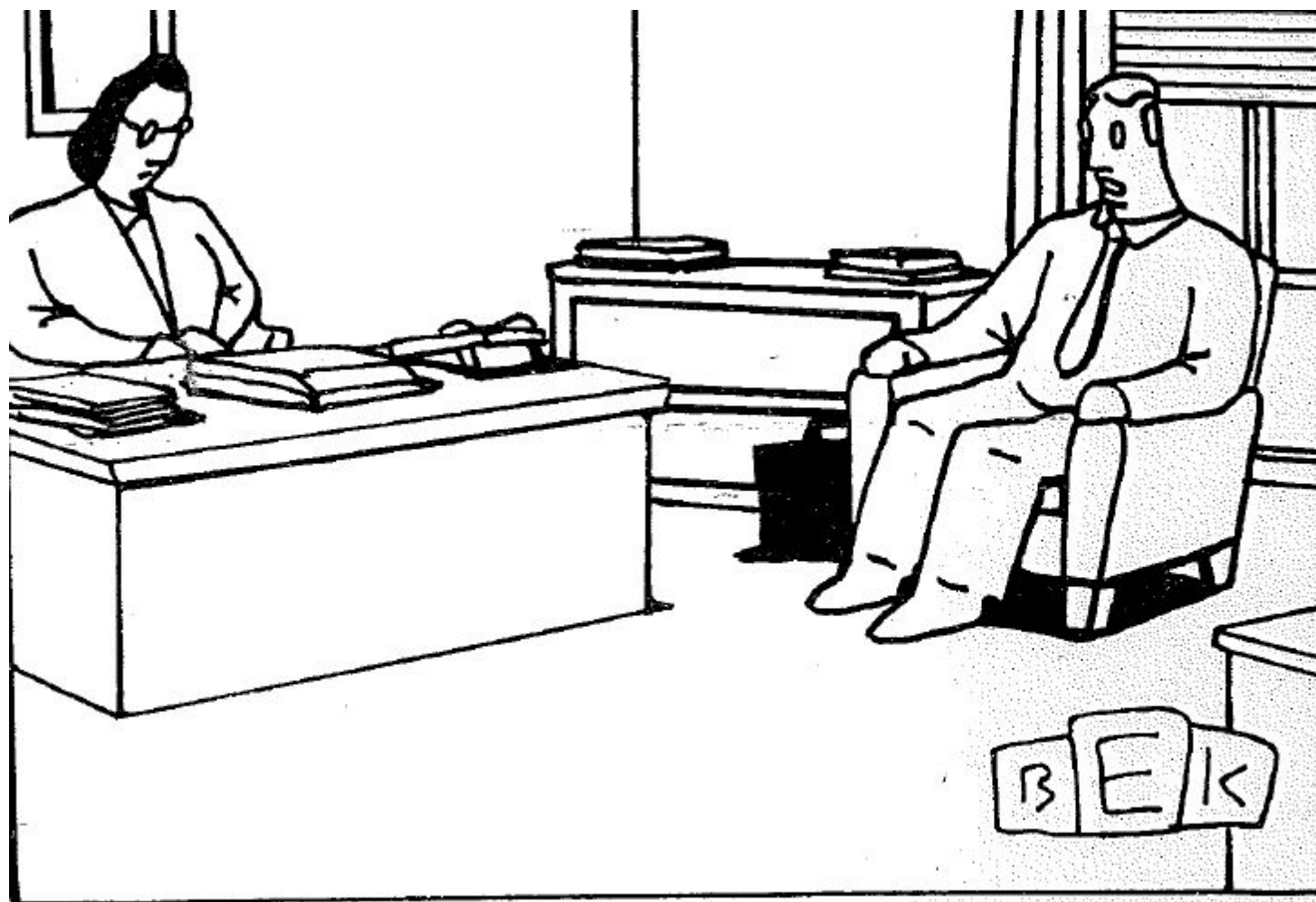
A person, organization, company or some other entity that:

- *helped you get a job,*
- *rewarded you in exchange for*
  - you working long and hard,
  - ‘*paying your dues*’,
  - following the *rules*, and
  - *giving yourself to them.*



**I'm not dead yet!  
Really, I'm feeling much better!**





*"I'm looking for a position where I can slowly lose sight of what I originally set out to do with my life, with benefits."*





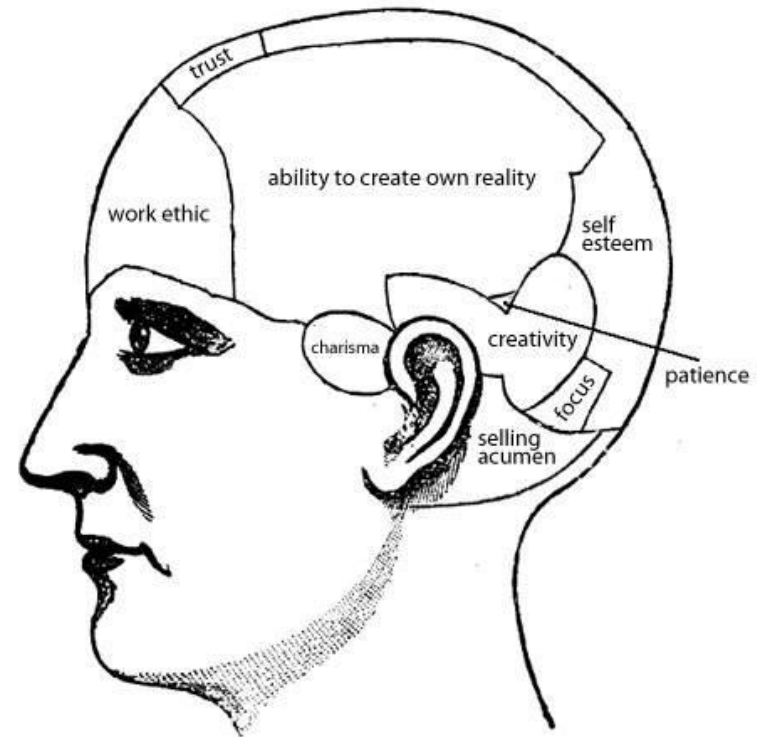
*“Sorry I’m late. I got caught up at home being happy.”*



## CAREER ENTREPRENEUR

- 1) Open to some risk and
- 2) Passionate about their endeavors because
- 3) They are **Aligned** with their work and this alignment makes them more daring and more committed to making significant contributions and to growing as individuals.

Phrenology of an Entrepreneur



<http://www.mitul.in/characteristics-of-a-successful-entrepreneur/>







## **Weathering the Workplace**

**No more  
15-Day Forecast  
We're into  
Two-Hour Storm  
Watch**



## Career Management // Weather or Not You're Ready ...



**Business as Usual  
is No More.**

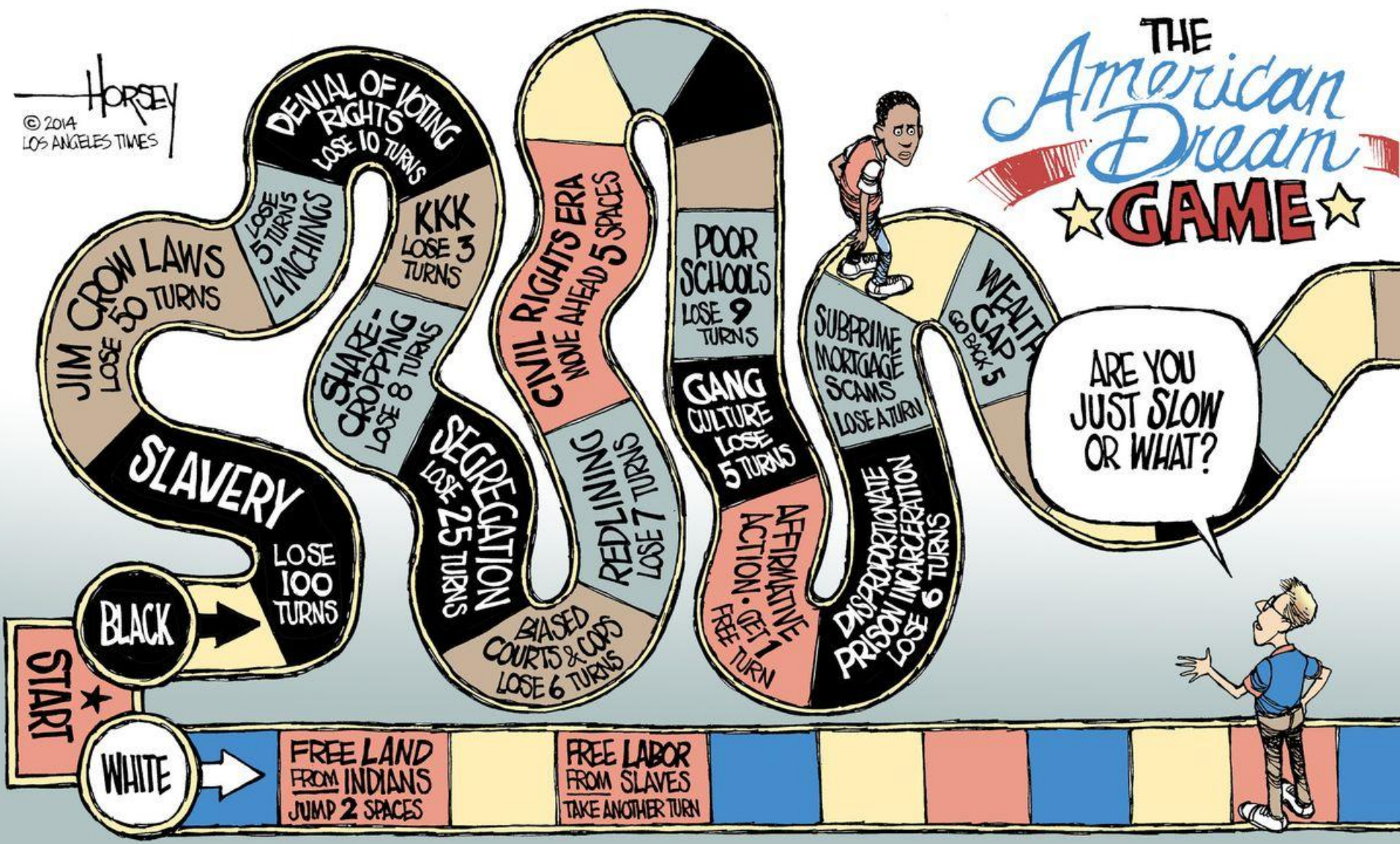
**Past Success  
Will Not Equip  
You for Future  
Survival**





HORSEY  
© 2014  
LOS ANGELES TIMES

# THE American Dream ★ GAME ★





# Career Management // Hunter vs. Developer

## JOB HUNTERS



## JOB DEVELOPERS



1. Can you do the job?
2. Will you do the job?
3. Will you *fit* in?



Career Management // Same Same. But Different.



NEOGOV<sup>TM</sup>

Expect more.<sup>TM</sup>



Career Management // Yes. No. Definitely Maybe.

## The Final, Definitive Answers about the Resume\*

It is a piece of business/marketing writing with one purpose and one purpose only...

It answers the “Can you do the job?” question

It is *completely under your control* (muwa-ha-ha!!!)

It is a chance to market your distinct skills

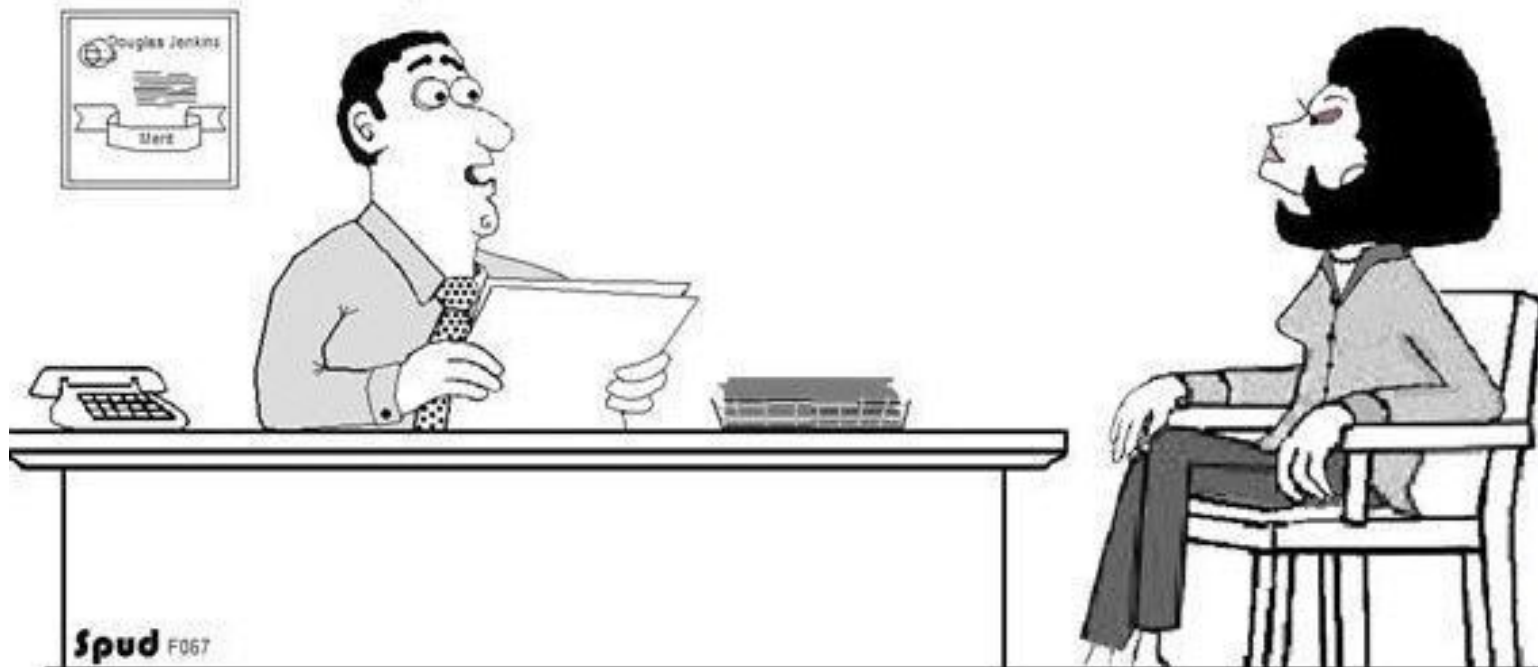
It is VERY LIMITED Real Estate

It is NOT an exhaustive work history

\*Information subject to vigorous debate



Meanwhile, back in the interview...



I appreciate your achievements are probably considerable, but writing "Google me" is not an alternative to a CV.



## Online Presence // Conflicting Messages



"According to your LinkedIn profile you're a focused, disciplined achiever. According to your Facebook photos you love Jack Daniels and are pretty comfortable with your body."



# The Cover Letter Demystified

It is a powerful piece of persuasive writing...

It answers the “Will you do the job?” question

A deal breaker (or foot in the door... rarely both)

A chance to (subtly) be the momma bird



# The Cover Letter Demystified

What are the three core skills/competencies for this position?

How have I demonstrated these competencies?

What red flags do I need to address?





# HELLO

my name is

I don't like networking events  
and I don't want to be here  
but everyone says I have to  
network.

I only go to networking  
events to hang out with  
people I already know.



your  cards  
someecards.com





**HELLO. MY NAME IS INIGO MONTOKA.  
YOU KILLED MY FATHER. PREPARE TO DIE.**

**INIGO'S GUIDE TO NETWORKING SUCCESS**

- 1. POLITE GREETING**
- 2. NAME**
- 3. RELEVANT PERSONAL LINK**
- 4. MANAGE EXPECTATIONS**



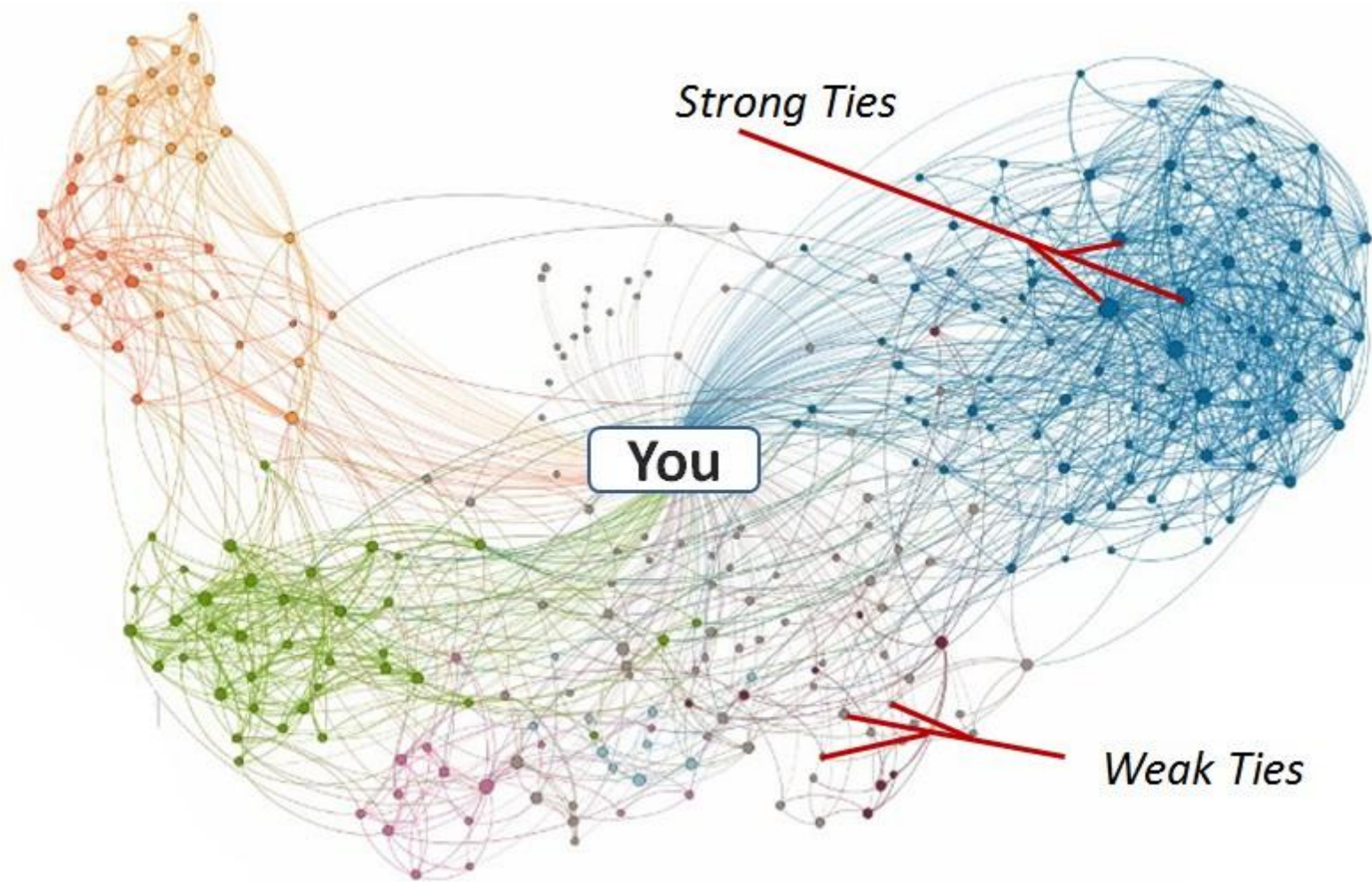
# Networking in Two Questions

How can I help you help me?

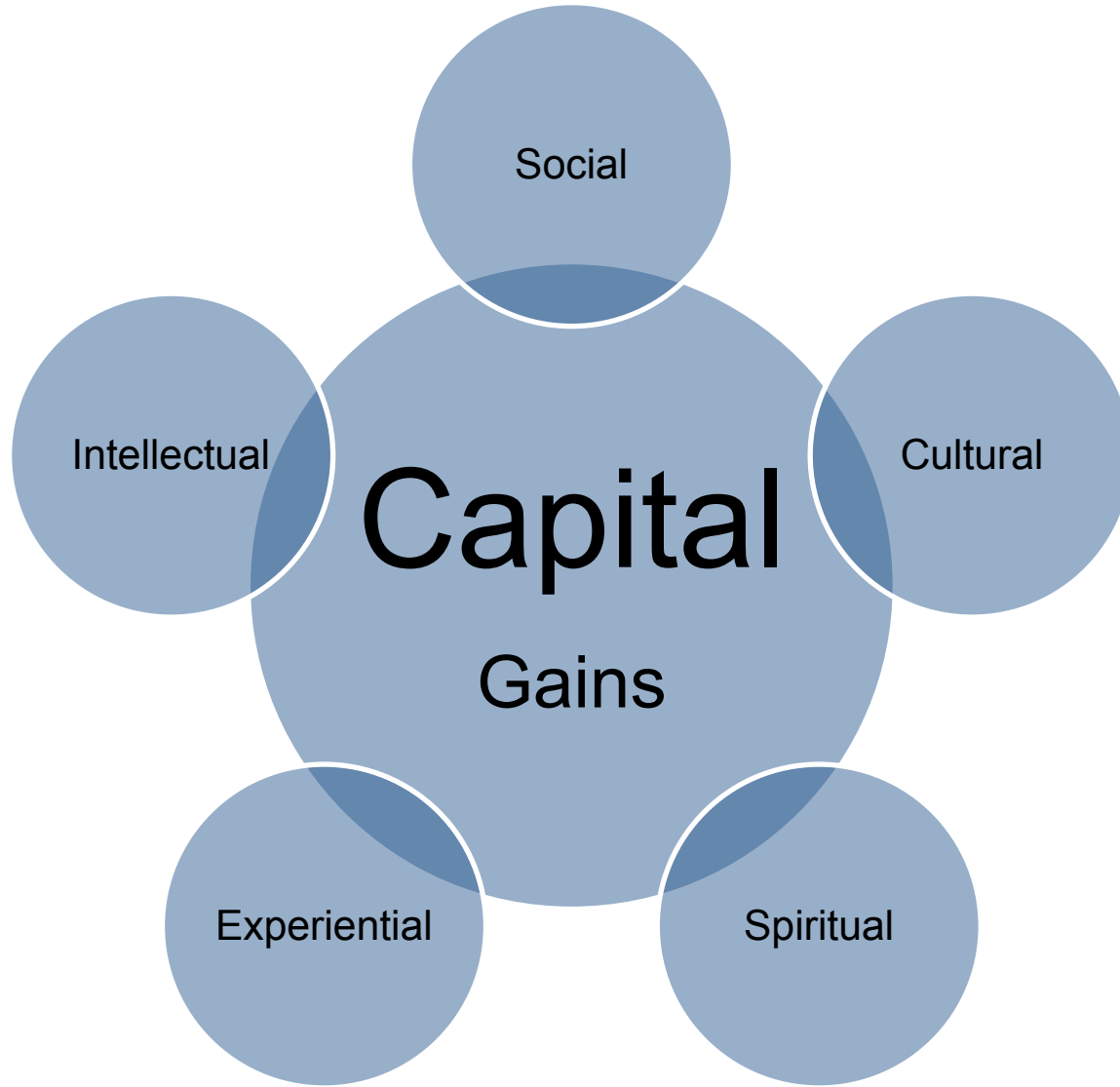
How can you help me help you?



# Career Management // The Ties That Bind



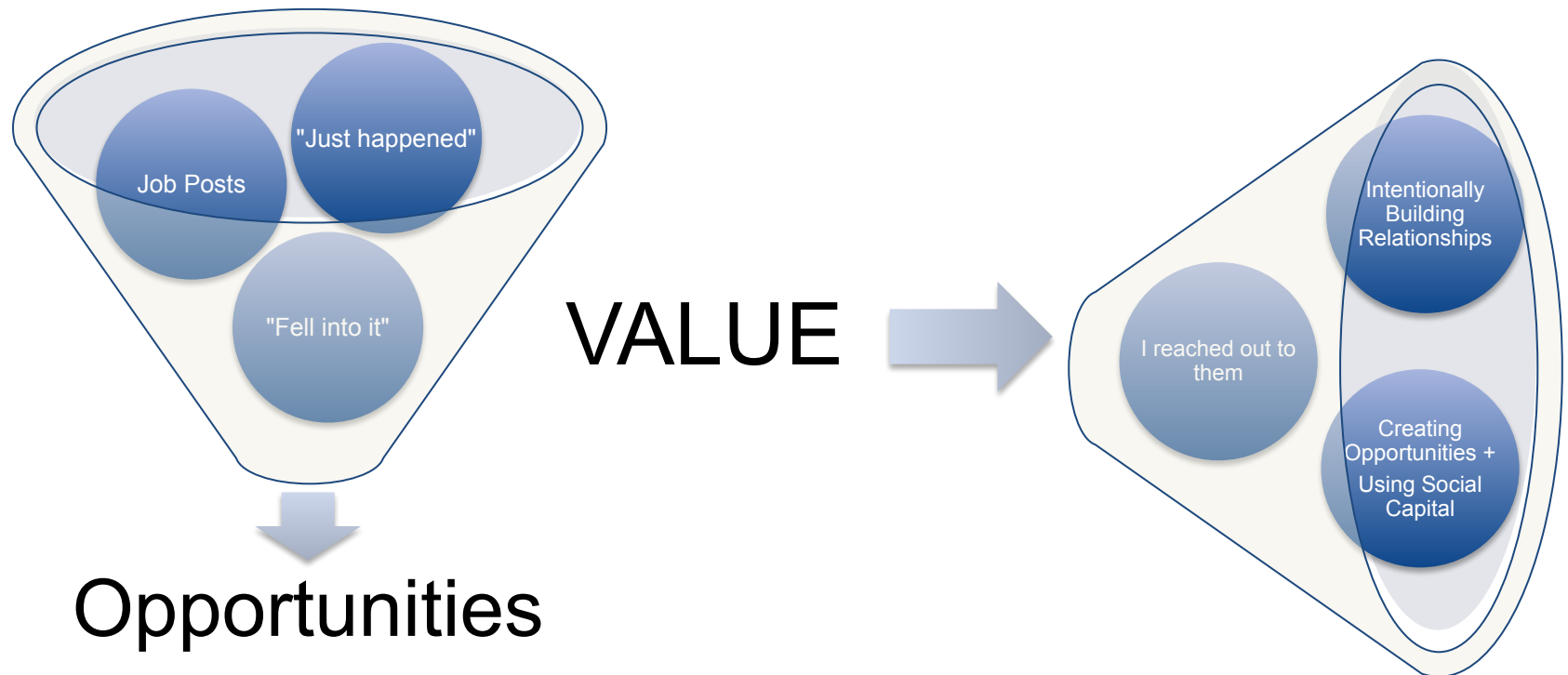
# Career Management // So Helpful!



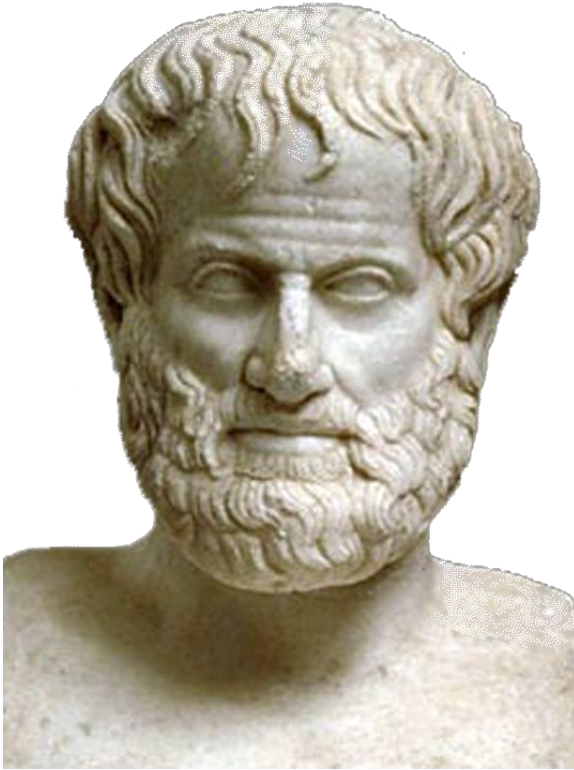


# Career Management // Do not a braggart be

*To authentically and specifically articulate your unique fit*



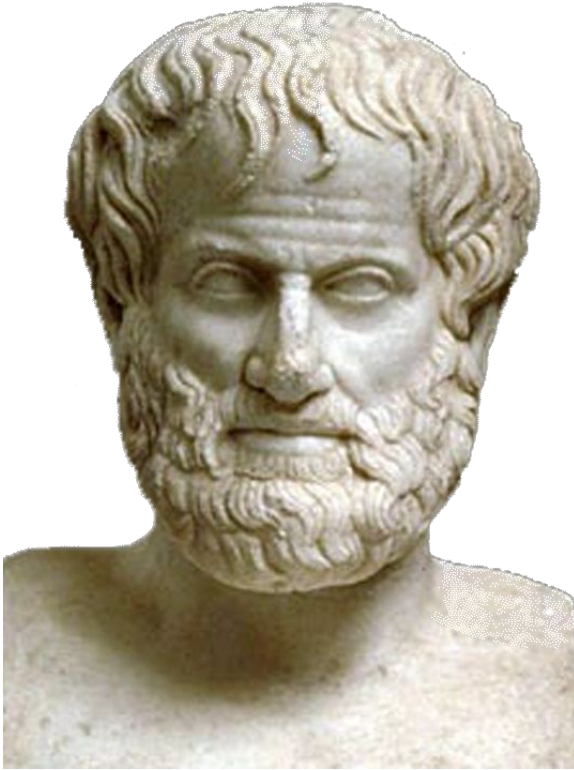
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# Career Management

in the 21<sup>st</sup> Century

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*He/Him/His*  
Talent Development