



Career Management and You!

- ~ Dancing in Chaos ~
- ~ Finding Your Ground ~
- ~ Career Versatility ~
- ~ The 3 Core Elements ~

Dancing in Chaos

- Global recession & economic restructuring
 - Increasing pace of technological change
 - Organizations are downsizing, reorganizing and disappearing
 - Ecological crisis looming
- **Where do you find your Ground? (or What is your Anchor)?**

Become a Career Versatilist

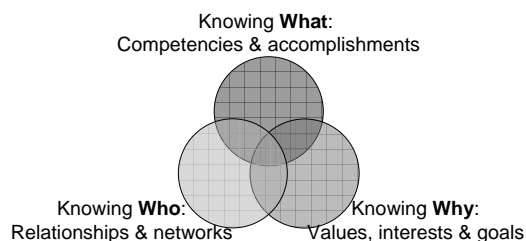
Versatility

- Neither specialist nor generalist
- “Ability to apply depth of skill to a progressively widening scope of situations and experiences, gaining new competencies, building relationships and assuming new roles” (Gartner Group)



engineering > systems analytics > sales > marketing

Understanding Your Career Building Elements



Getting to What & Why

Reviewing Your Accomplishments

- One of the ways you can understand your competencies (what) and values (why) is by reviewing a story about a past accomplishment
- Find a partner, tell your partner about something you did in the past few years at work that you felt was an example of an accomplishment
- Your partner is to listen and tell you what they heard you say about what you did and which competencies and values they heard demonstrated in the story

Building Relationships

- Who are the most important people in Your Career?
- Who are the key people (mavens, connectors) in your community you would like to know?

