

Career Self Resilience

" Career self resilience is about developing robustness about who you are, what you do and an honest recognition of your skills. It increases your readiness to go where you want to go and improve your transition skills"

Egdar Schein

Developing career self resilience

The main steps in developing your career self resilience are:

Self Assessment

Understand who you are, where and how you work	<ul style="list-style-type: none"> • Evaluate your skills, interests, values, personal style and experience • Identify your accomplishments • Establish your priorities • Generate options based on self assessment
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Exploring options, Determining Focus

Identify and evaluate opportunities	<ul style="list-style-type: none"> • Use resource material, talk to people within your field of interest • Review trends within appropriate fields/work settings • Identify business directions • Establish career focus
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Marketing Yourself

Develop and implement a plan of action	<ul style="list-style-type: none"> • Set goals with action steps and dates • Create a 'portfolio' mentality; learn to communicate your skill sets for different environments • Make contacts/ establish networks • Strengthen your interviewing and negotiating skills
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On going Career Management

Maintain career self resilience; reassess your priorities and your options on a regular basis	<ul style="list-style-type: none"> • Re-evaluate your skills, interests, values, personal style, and experience • Stay current with industry trends • Maintain and expand your network of contacts • Routinely evaluate your network of contacts • Refine your resume and portfolio of accomplishments
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Exercise:

Complete the assessment over the page on your "career self resilience" and discuss with your manager or a partner. Look for any patterns or even some tips for ways of leveraging your employability. You may notice some simple actions you can start doing today which gives you an improved focus and confidence. Go well.

Assessing Your Career Resilience

The new personal career management requirement

Circle the number you consider applies to you:

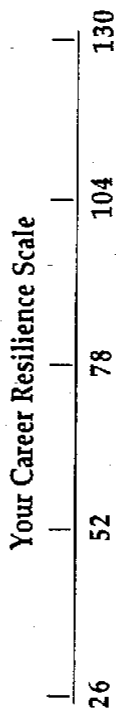
Scale: 1 = strongly disagree 4 = Agree
 2 = disagree 5 = Strongly agree
 3 = maybe, not certain

1. I have assessed my preferred skills, career values and primary wants in the past six months to determine any change on which I should act
1 2 3 4 5
2. My employer is the facilitator of my career, not in charge of it
1 2 3 4 5
3. I have replaced my concerns about job security with several career protection measures
1 2 3 4 5
4. I am willingly committed to continuous learning and have identified what I want to learn next
1 2 3 4 5
5. I am not relying on my employer to change in ways that will benefit me
1 2 3 4 5
6. I am well advanced in my actions to improve the portability of my career within the organisation which employs me
1 2 3 4 5
7. Seeing others at work primarily as 'the boss' and / or competitor is not the best attitude for career survival
1 2 3 4 5
8. I am paid for my contribution, my performance, not next month's continuation of my employment
1 2 3 4 5
9. I am certain how much of my competence is really mine alone rather than should be attributed to where I work
1 2 3 4 5

10. I feel that my work is an integrated part of me and my life, not an appendage to it
1 2 3 4 5
11. To find and sustain your passion in work you must pursue what works best for you
1 2 3 4 5
12. My work should not satisfy all my needs
1 2 3 4 5
13. I do not choose safety when I take a job, even though others may think it implies uncertainty and anxiety
1 2 3 4 5
14. My employer is redefining, revitalising, redeveloping, retraining, readjusting, recapitulating whilst trying to become more efficient, productive and competitive.
So am I
1 2 3 4 5
15. I do not believe that through long hours and hard work my employability is guaranteed
1 2 3 4 5
16. I maintain a written inventory of my increasing skills and add to it as new ones are acquired
1 2 3 4 5
17. Doing work you want to do is not being selfish—inevitably you'll be working for the good of others
1 2 3 4 5
18. Deliberate action, i.e. change, can liberate people from situations— positions and job titles—that no longer work well for them
1 2 3 4 5
19. The choice between career survival and career progress is dependent on self-leadership—taking responsibility for knowing the changing self well
1 2 3 4 5
20. Career employability is joining with an employer as an adjunct resource, not 'working for' them
1 2 3 4 5
21. Loyalty to real self—not the role player—has taken the place of long-term loyalty to the employer
1 2 3 4 5
22. I'm my own employer, who pays me is my customer
1 2 3 4 5

23. I should share with my boss my next career action step proposal 1 2 3 4 5
24. This week I will rewrite my job description and propose a new job title which reflects my main contribution to problem-solving my employer's customers needs 1 2 3 4 5
25. Most job dissatisfaction is caused by work no longer reflecting who you are or what you want to do 1 2 3 4 5
26. "As organisations continue to flatten and business intensifies, the smell of burning breaks wafts up to the executive suite. Skidding to a stop, the wheels of vertical career advancement have virtually ceased." Do you agree? 1 2 3 4 5

Add the numbers you circled for your total score and mark it on the scale below:



- 130-104 Reward yourself with an indulgence, give yourself a treat—you have thought and studied well
- 78-103 Re-check your understanding of career resilience as a further career protection strategy
- 77-26 As a matter of urgency, read books on personal career management published since 1993. Page 47 contains a list of titles for useful further reading. Alternatively, seek out the help of a career counsellor—you are in the career hazard(s) zone!