



Take Control of Your Career: *Tips and Tools for Career Development*

September 13, 2007

Presented by:

Dr. Beverly Kaye

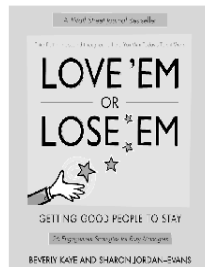
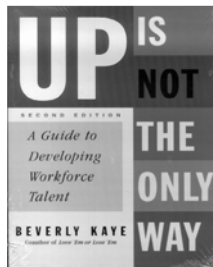
Founder/CEO

Career Systems International



www.careersystemsintl.com

Three Pieces of Research:



© 2007 Career Systems International



What's "Love" got to do with it?



EVERYTHING!!!



© 2007 Career Systems International

I Love It!



© 2007 Career Systems International



“Every morning I get up and look through the Forbes list of the richest people in America. If I’m not there, I go to work.”

— Robin Orben



© 2007 Career Systems International

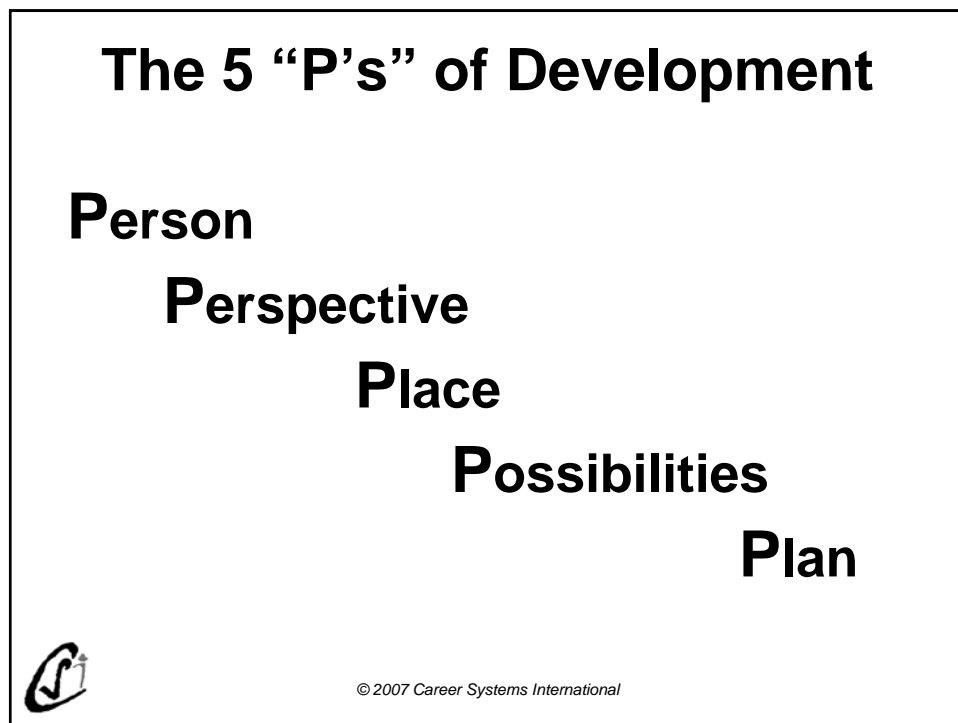
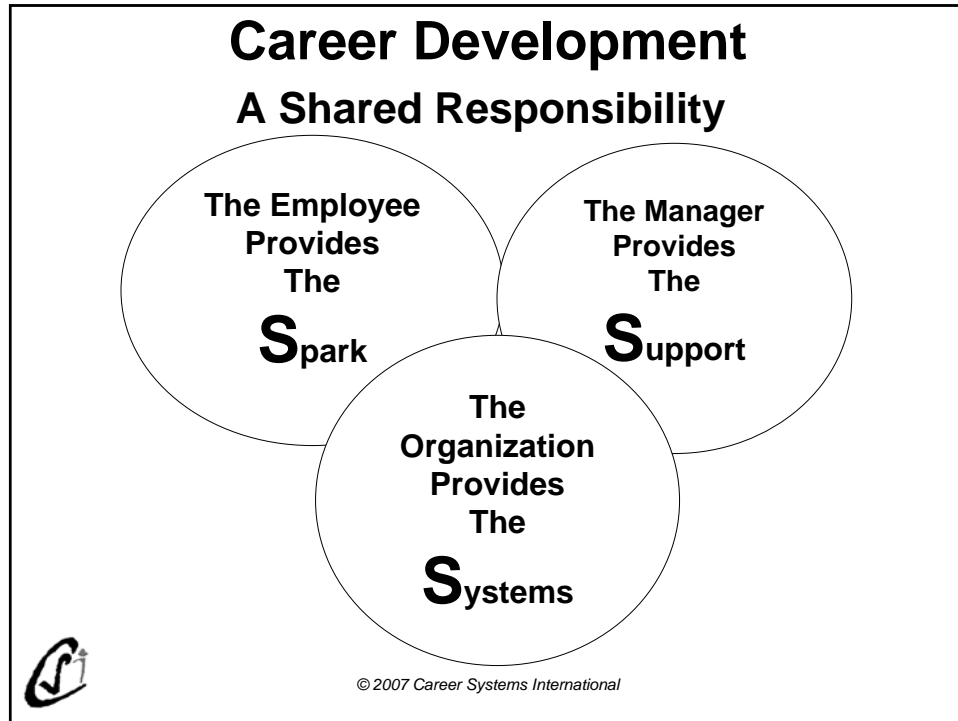
Stay Factors

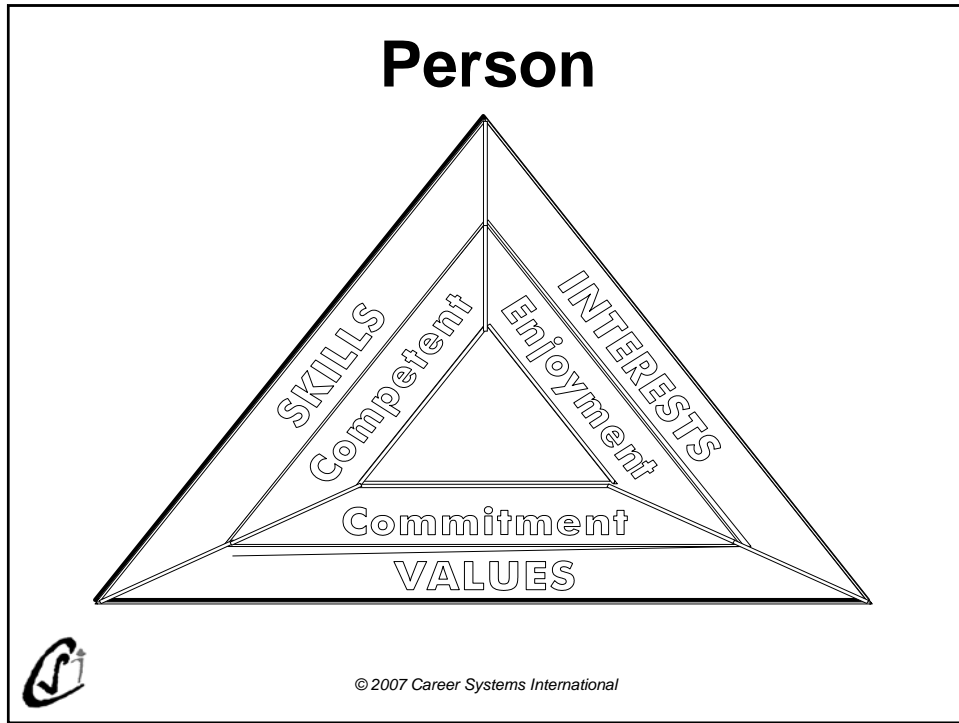
- Exciting work, challenge
- Career growth, learning & development
- Great people
- Fair pay
- Good boss
- Recognition, valued, respect
- Benefits
- Meaningful work – making a difference
- Pride in organization, mission, product
- Great work environment, culture
- Flexibility: work hours, dress, etc.
- Autonomy, creativity, sense of control
- Job security & stability
- Location
- Diverse, changing work
- Fun
- Being part of a team
- Responsibility
- Loyalty & commitment
- Comfort on the job



© 2007 Career Systems International







Perspective

Observation + Judgment + Label

=



Voila...Reputation!!



© 2007 Career Systems International

T-Shirt Truth!

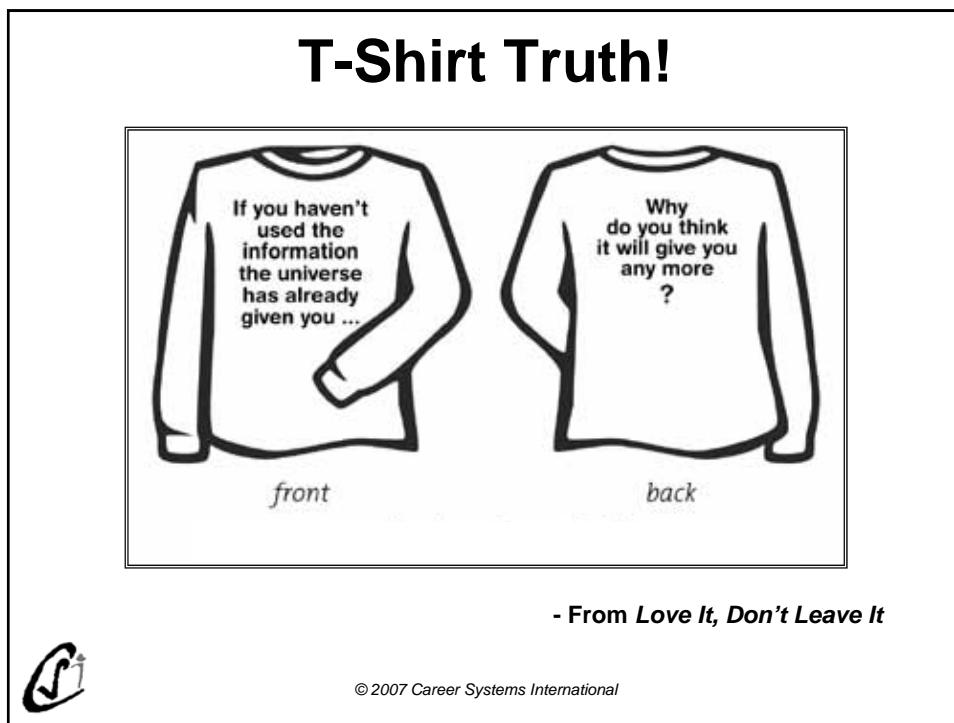
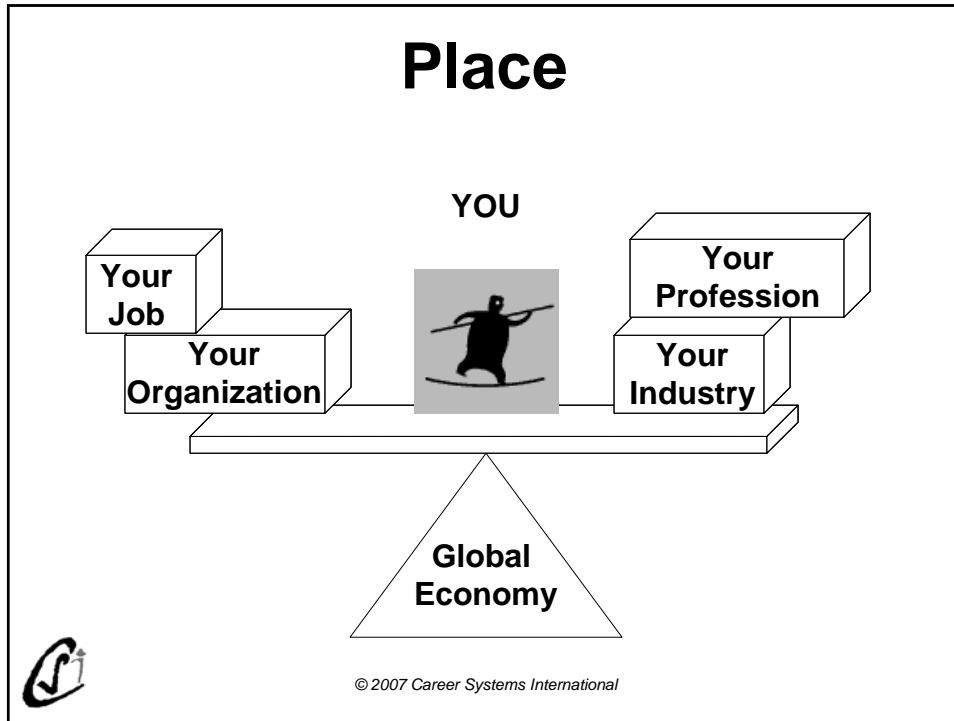


- From *Love It, Don't Leave It*



© 2007 Career Systems International





OPPORTUNITY IS NOWHERE



© 2007 Career Systems International



OPPORTUNITY IS NOWHERE



© 2007 Career Systems International

Possibilities

- **Lateral:** Moving across
- **Enrichment:** Growing in place
- **Vertical:** Moving up
- **Exploratory:** Researching
- **Realignment:** Shifting gears
- **Relocation:** Moving out



© 2007 Career Systems International



T-Shirt Truth!



- From *Love It, Don't Leave It*



© 2007 Career Systems International

Plan

...And How You'll Learn It!

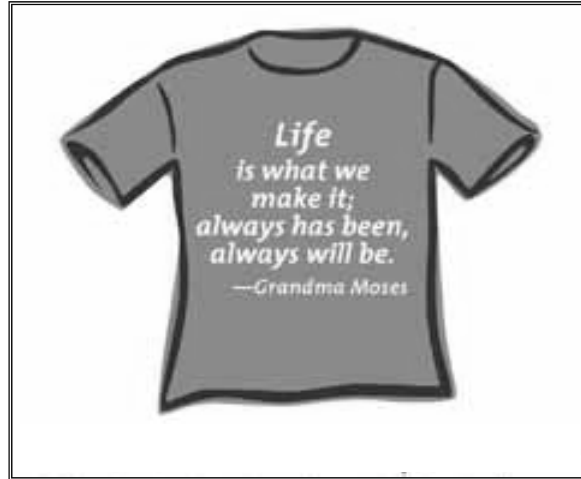
- An observation
- An assignment
- A course
- A mentor/coach
- A peer group
- A network



© 2007 Career Systems International



T-Shirt Truth!

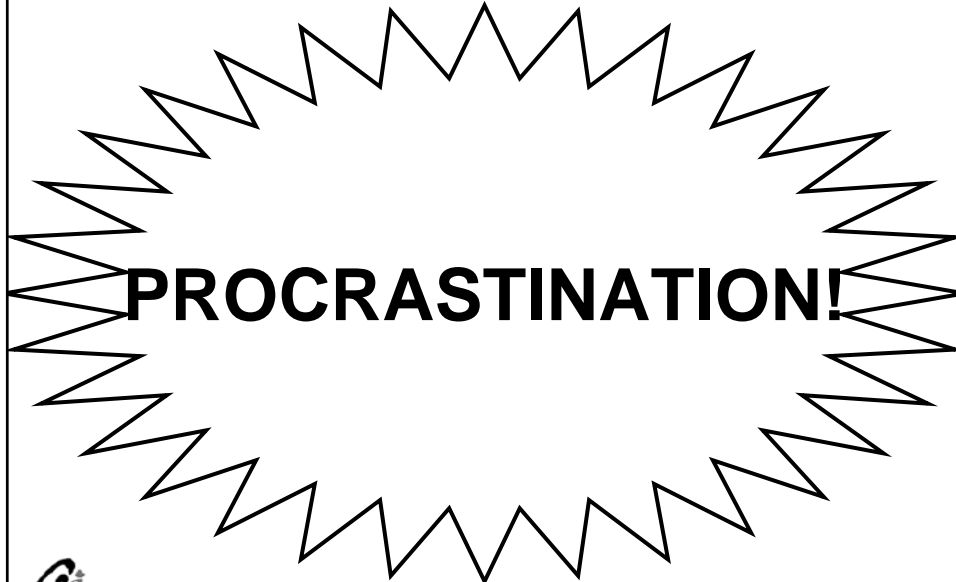


- From *Love It, Don't Leave It*



© 2007 Career Systems International

The Killer "P"?



© 2007 Career Systems International



P.S.

“ It is a necessity for the spirit, the vision, and performance of today’s managers that they are expected to develop those who will manage tomorrow.

Indeed, no one can develop him or herself unless he or she works on the development of others.”

Peter Drucker



© 2007 Career Systems International

The CareerPower™ Dialogue Model

<u>Employee</u> Person	<u>Manager</u> LISTEN	<u>Results</u> Understanding of abilities
Perspective	LEVEL	Dialogue about strengths/needs
Place	LOOK AHEAD	Knowledge of trends/implications
Possibilities	LEVERAGE	Multiple options linked to business needs
Plan	LINK	Agreed-upon action plan



© 2007 Career Systems International



The Retention Punchline: Develop Me or I'm History!

- ❖ Will you utilize the full range of my talents?
- ❖ Will you provide on-going performance feedback?
- ❖ Will you clue me into the future direction of this organization?
- ❖ Will you explore multiple avenues for my career growth?
- ❖ Will you assure my continued learning?



© 2007 Career Systems International

Manager Punchline:

HELP THEM GROW



OR

WATCH THEM GO!



© 2007 Career Systems International

