

Career Planning

What is Career Development?

The process of learning about yourself (internal) and researching the external world so that you can make informed career decisions and confidently move towards creating a satisfying, enjoyable and meaningful life. Gone are the days where most people have 'one job for life'! It is now more common for people to flex and adapt to the changes life brings. This can mean re-evaluating your current situation and development, to keep up with trends and stay relevant in your industry. These changes may occur through new technologies and automation, changes in the labour force and the blurring of global boundaries. Unexpected events that cause uncertainty can also lead us to reflect and change our career ideas. So learning to adapt your career to the changing environment is something most people should expect throughout their lifetime. People may go through career changes eight times in their career journey.

Below is a brief guide of how to get started with your internal research to discover more about yourself! .

Interests – What excites you

Think of your favourite subjects at school, the topics you like to read or talk about and the activities you like to do in your spare time. What are the things that make you lose track of time? Which types of people would you most like to be with out of the following six areas? Your interests may be in several areas, or focused on one area.

- **Realistic** people who like working with tools, plants, animals or outdoors
- **Investigative** people who like researching information or solving problems
- **Artistic** people who like to use their imagination using art, music, dance, writing
- **Social** people who like to train, develop or cure people
- **Enterprising** people who like to persuade or lead other people and create new ideas
- **Conventional** people who like to collate detailed information or use computers

Realistic - Do it!

Investigative - Explore it!

Artistic - Create or invent it!

Social - Share it!

Enterprising - Start or sell it!

Conventional - Keep it going!

Skills – What you love to do

Skills are often closely tied to your interests, especially those you most like using. A skill is an ability to do something because it has been practised and if you love it, you'll want to keep doing it and improve. Talents, gifts and strengths are other names for highly developed skills and abilities. Transferrable skills are those that we can use in many different areas. Working with people, things and information all require many skills!

People (Interpersonal)

communicating
coaching/tutoring
motivating
presenting
performing
leading
guiding
persuading
consulting
supervising

Things (Physical)

constructing
crafting
precision work
assembling
growing plants
driving
maintaining
handling
physical coordination
using hands

Information (Thinking)

creating
gathering
comparing
computing
analysing
organising
problem solving
planning
classifying
deciding



Personality Type – Your natural way of being

Each one of us has a distinct personality. It is possible to identify your own personality type and to understand why certain types of people flourish in certain kinds of jobs.

Ask yourself these questions:

Do I receive energy from interacting with people and from taking actions?

OR....

Do I like to focus on my own inner world of ideas and experiences?

Do I like to take in information that is real and tangible – what is actually happening?

OR....

Do I like to take in information by seeing the big picture and focusing on the connections between facts?

Do I like to look at the logical consequences of a choice or action?

OR....

Do I like to consider others and what is important to them when making a decision?

Do I prefer to live in a planned, orderly way?

OR....

Do I prefer to live in a flexible, spontaneous way and seek new experiences

Values – What is important to you

Values are the things that we believe in and which we think are important. Each person has a value system, which has been influenced by their background and philosophy of life. Some jobs provide a scope for expressing what we believe, while other occupations may not. The more a job aligns with your value system, the more it will interest and motivate you.

Values can be about:

- Which interests and skills you use in a job
- What kind of work style you prefer
- What kind of work environment or culture is important to you
- Your reason for working
- What kind of personal lifestyle suits you

Consider what would motivate you to truly love your work everyday and what would make your work activities most satisfying to you.

Your next steps

- Research study options
- Talk to people in jobs/organisations/industries you are interested in
- Reflect on what are the needs in society and our communities
- www.careers.govt.nz has information about jobs, labour market trends and interactive tools to further explore your ideas

Discuss your ideas

- Make an appointment with a Career Development Consultant 0800 10 75 10

