

# Maximizing Career Engagement Across a Lifetime of Transitions



Presented by:

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# Agenda

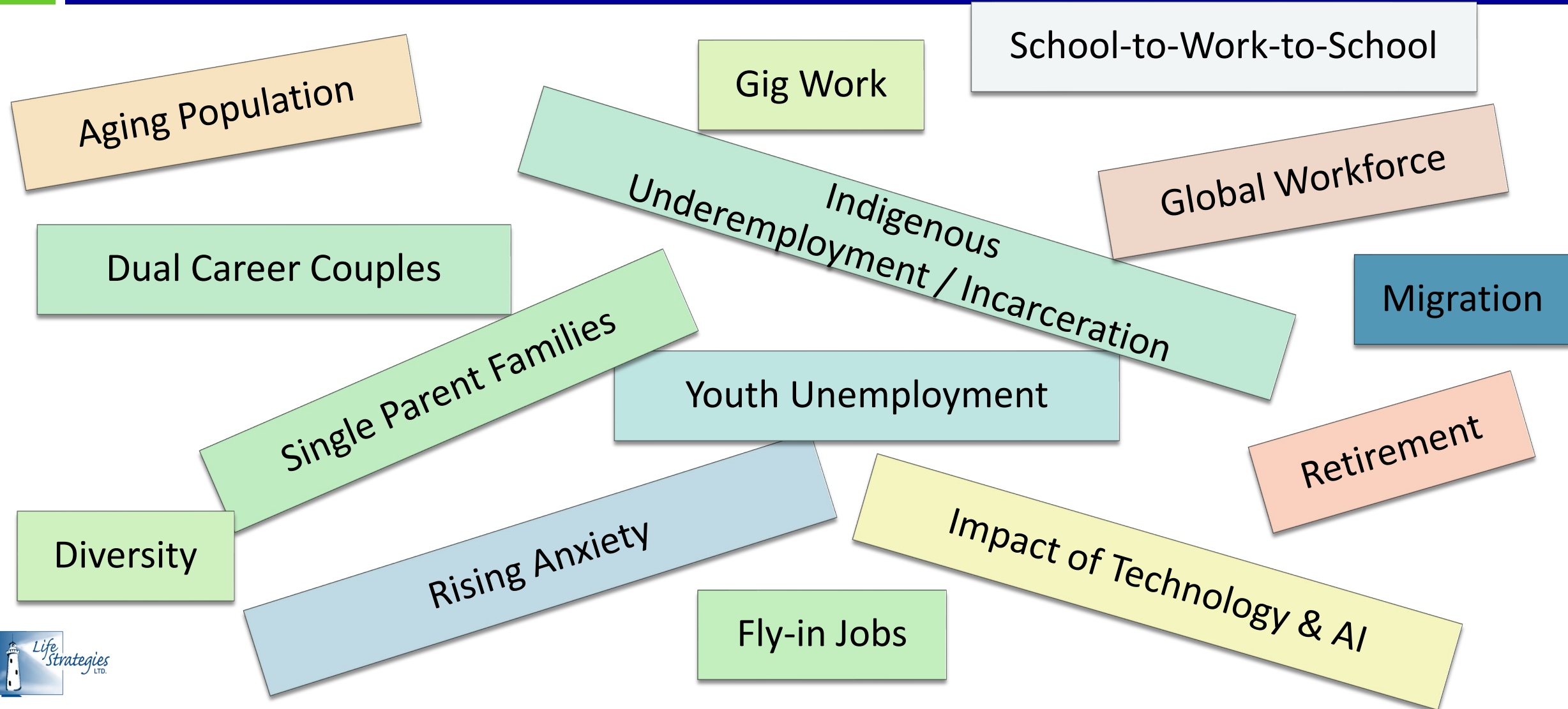


The Context

Model

Application

# The Current Context



*It's not so much  
that we're afraid of change  
or so in love with the old ways,  
but it's that place in between  
that we fear. . .  
It's like being between trapezes.  
It's Linus,  
when his blanket is in the dryer.  
There's nothing to hold onto.*

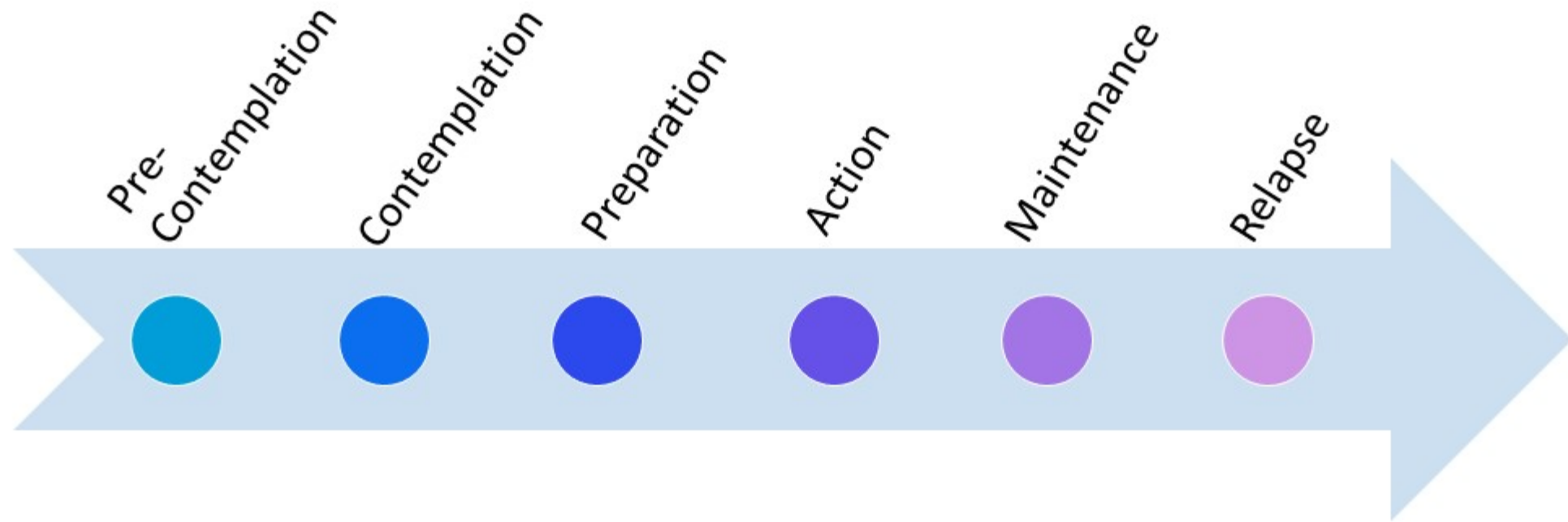
~Marilyn Ferguson, Futurist



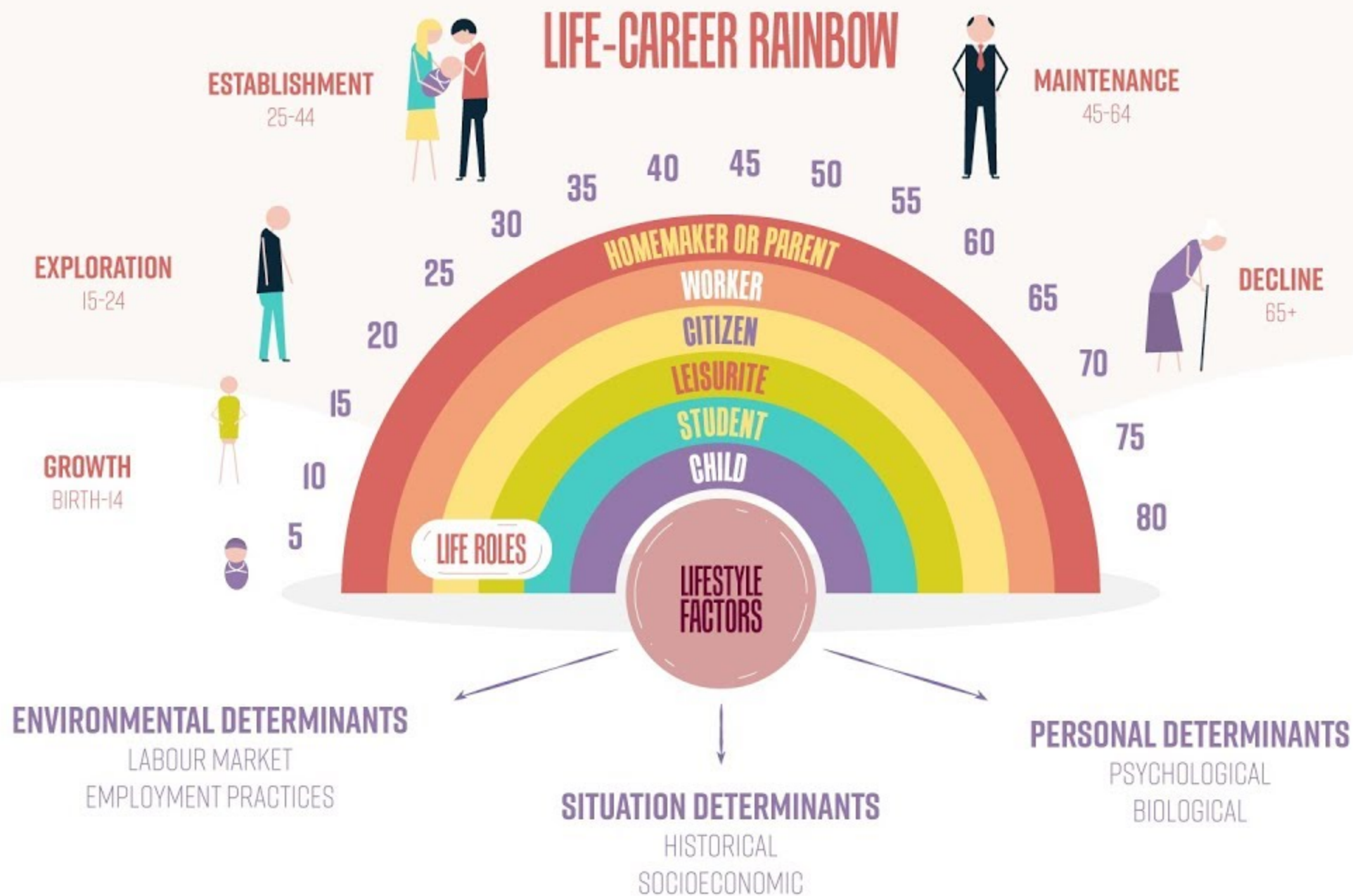
# EXPLORING THE MODELS



## Stages of Change Model, Prochaska & DiClemente

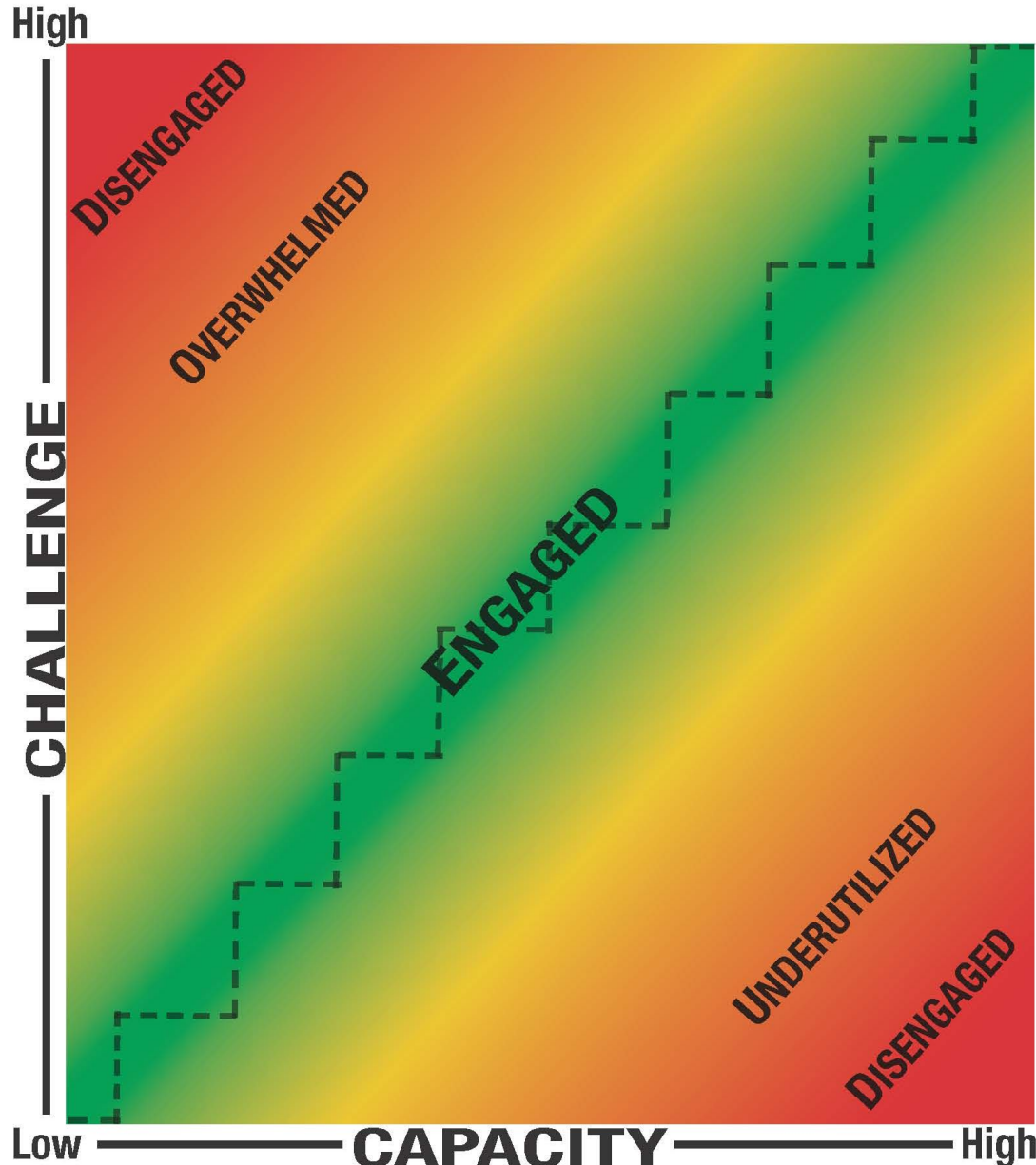


# LIFE-CAREER RAINBOW

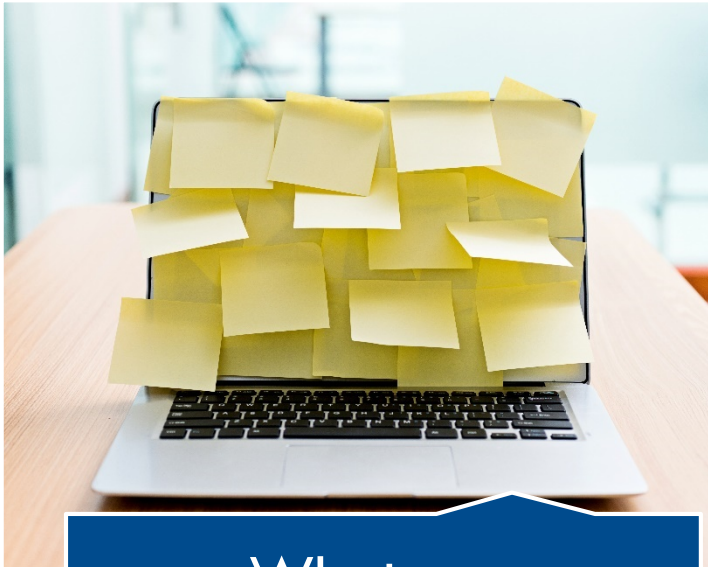


# Career Engagement

Neault and Pickerell



# Reflect on a Recent Transition



What was  
overwhelming?



What left you feeling  
underutilized?



What helped you feel  
engaged?

# MOBILIZE THE VILLAGE

Career Engagement Interventions



## Individual

Supporting Personal  
Career Engagement



## Influencers

Maximizing Engagement



## Systems

Embedding Career  
Engagement Practices

# **INDIVIDUAL SUPPORTING PERSONAL CAREER ENGAGEMENT**





# **1. MONITOR YOUR CAREER ENGAGEMENT**



## **2. REFLECT ON WHAT'S WORKING AND WHAT ISN'T**

### **3. CONSIDER ALL YOUR LIFE ROLES**





**4. KNOW YOURSELF**

## 5. EXPLORE OPPORTUNITIES



## **6. DECIDE HOW MUCH OR LITTLE TO SHIFT**



## **7. IDENTIFY INDIVIDUAL AND ORGANIZATIONAL CAPACITY**



## 8. TAKE ON AN APPROPRIATE LEVEL OF CHALLENGE





## **9. SET SHORT AND LONG TERM SMART GOALS**

## 10. AVOID DISENGAGEMENT



# 10 Tips for Strategic Career Engagement



1. Monitor your Career Engagement
2. Reflect on what's working and what isn't
3. Consider all your life roles
4. Know yourself
5. Explore opportunities
6. Decide how much or little to shift
7. Identify individual and organizational capacity
8. Take on an appropriate level of challenge
9. Set short and long term SMART goals
10. Avoid disengagement

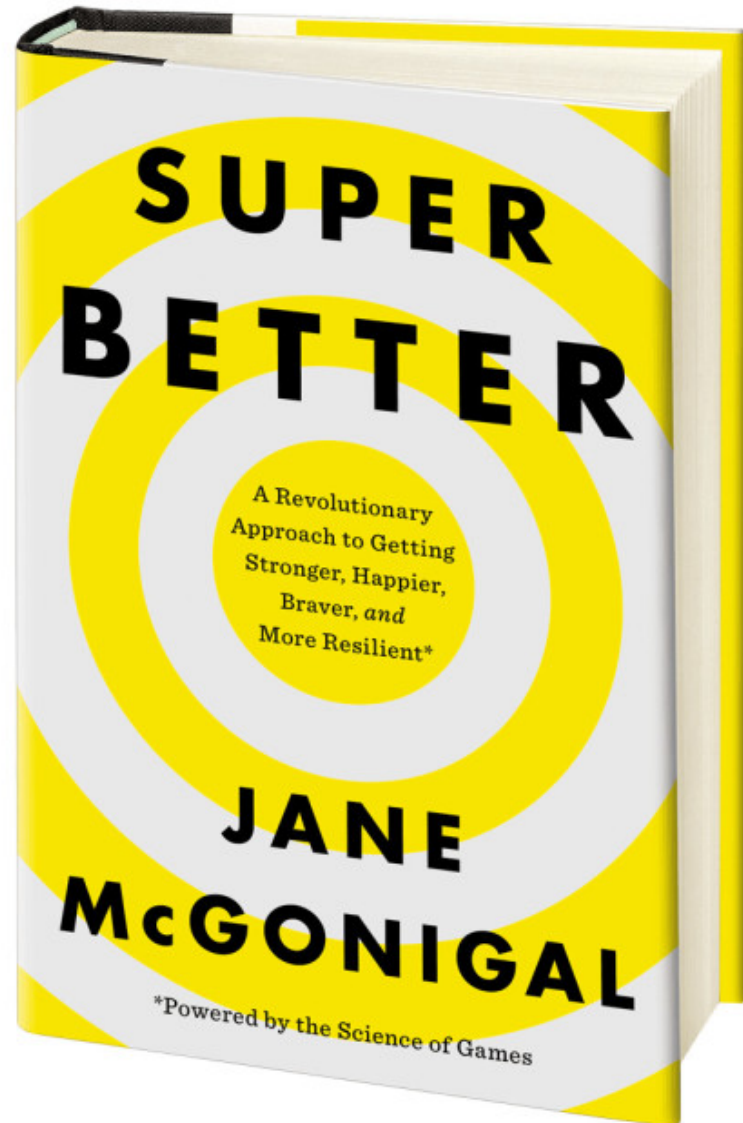
A grayscale photograph of a foggy street. A tall, ornate black lamppost stands on the left side of the frame. The street is covered in a thick layer of fog, obscuring the background and creating a sense of depth and mystery. The fog is dense and white, contrasting with the dark street and lamppost.

# Disengagement

~~“ANXIETY ABOUT  
PLANNING THE  
FUTURE IS NORMAL...”~~

...AND CAN BE  
REPLACED BY A SENSE  
OF ADVENTURE.”





TURNING  
ONE'S LIFE  
INTO A GAME...

...TO PROMOTE  
ENGAGEMENT AND  
RESILIENCE

(McGonigal, 2015)

A close-up photograph of a golf club head, likely a driver, hovering just above a white golf ball. The ball is sitting on a green tee box. The background is a blurred view of a golf course with rolling green hills under bright sunlight. The overall scene is vibrant and focused on the moment just before a golf swing.

**FOCUSING ON THE  
OPPORTUNITIES RATHER  
THAN THE THREATS**

**“WHAT IS THE BEST  
THAT COULD HAPPEN  
IS THIS SITUATION?”**

(McGonigal, 2015)

# SMART + I E S<sup>\*</sup>

## OBJECTIVES



<sup>\*</sup>INTERESTING, EXCITING, STIMULATING

# FACING BAD GUYS

**STRENGTHS**



**STRATEGIES**



**POWER-UP**



**ALLIES**



(McGonigal, 2015)

# PRACTICAL IMPLICATIONS FOR CAREER COUNSELLORS

Career Growth  
(Lars)



Returning to Work  
(Annika)



School-to-School  
(Corrinne)



Parental Leave  
(Jas)



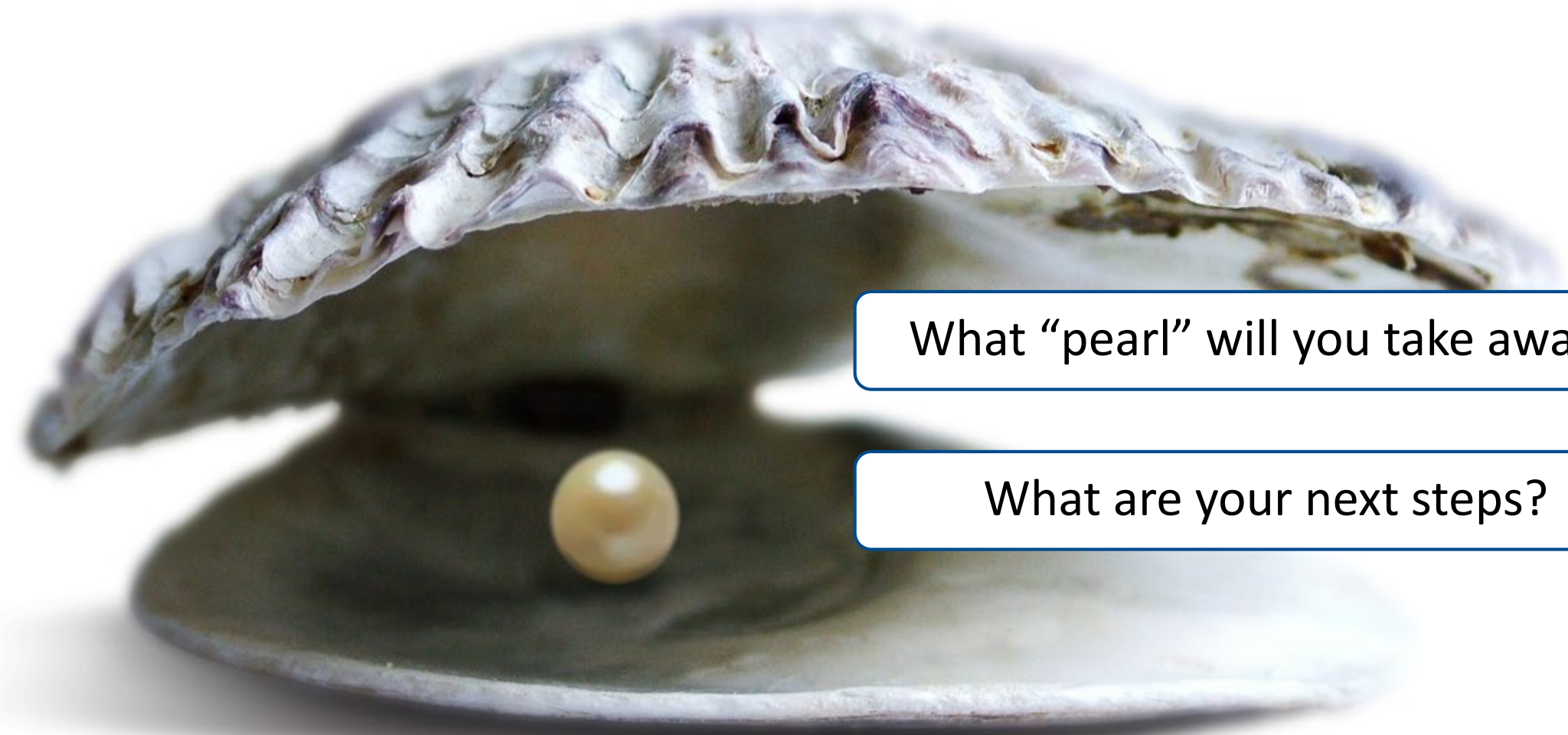
Starting Over  
(Arash)



Retirement  
(Antonio)



# PEARLS OF WISDOM



What “pearl” will you take away?

What are your next steps?

# Q & A

