

FINDING SUCCESS AND FULFILLMENT



CAREER DEVELOPMENT CHALLENGE FOR THE 21ST CENTURY

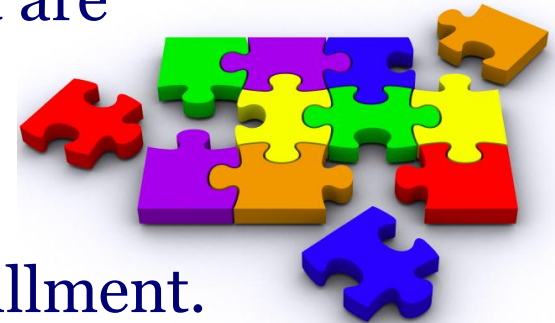
Peggy G. Hutcheson, Ph.D.
The Odyssey Group, Inc
www.odysseygroupinc.com



OUTCOMES

In this session you will:

- Analyze some of your most important skills and values
- Examine the “Payoffs from Work” that are most important to you.
- Identify your Career Orientation.
- Differentiate between success and fulfillment.





If you give a man a fish, he eats for a day. Teach a man to fish and he eats for a lifetime.

- Ancient Proverb



BETTER THAN OK

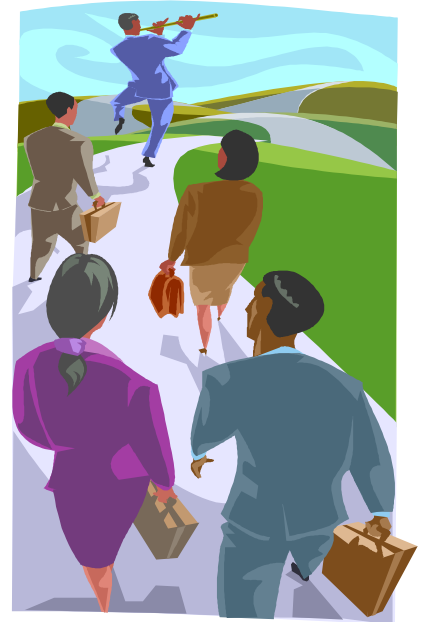
- What do you say when someone asks about working for the company where you work (or have worked)?
- What are you looking for from your work?
- What makes a company an “employer of choice” for you?





WHAT PEOPLE SAY THEY WANT AT WORK

- Opportunities to contribute and use talents - a challenge
- People who care about me as a person
- “Competent” supervisors
- Opportunities to grow, learn, and develop
- Employee-friendly environments
- Socially responsible organizations
- Fun!





CAREERS ARE CHANGING

From

To

Life-long → Multiples
Company-managed → Self-directed
Single-specialty → Multi-function
Location-centric → Global
Organizational → Entrepreneurial



A REAL PROFESSIONAL



Think of one time (preferably at work, but other situations are OK) when you felt really good about what you were doing or had just done.

1. What were you doing?
2. What information or expertise was required?
3. Who else was involved (if anyone)? How were they involved?
4. What makes this stand out? Why is it memorable?



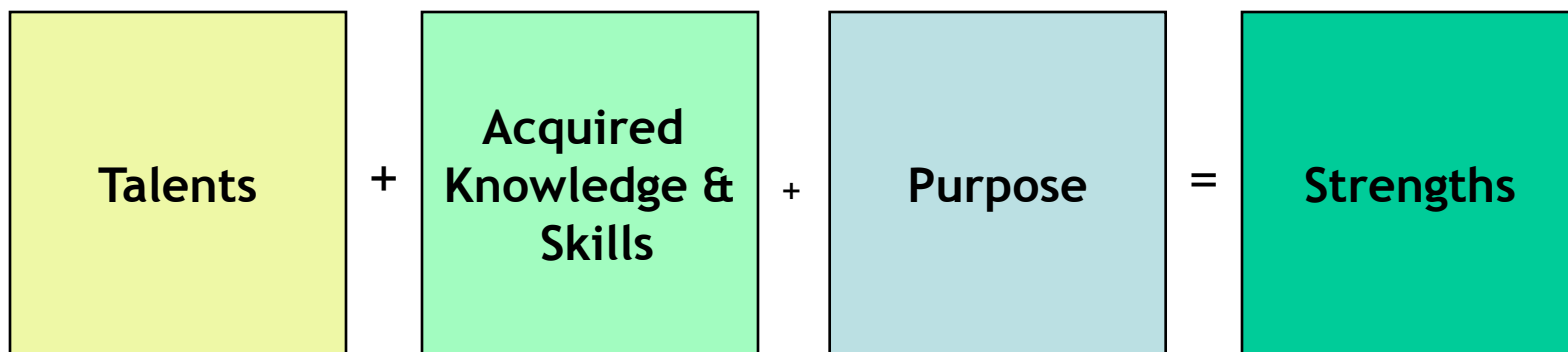
WHAT YOU BRING TO WORK

1. Talent, knowledge, skills, attributes – competence
2. Preferences in work environment, style of supervision, challenges - values
3. Interests – People, data, things, ideas





IDENTIFYING YOUR STRENGTHS



Nigel Bristow: *The Beyond Satisfaction Field Book*, 2004



WHAT ARE YOUR TALENTS

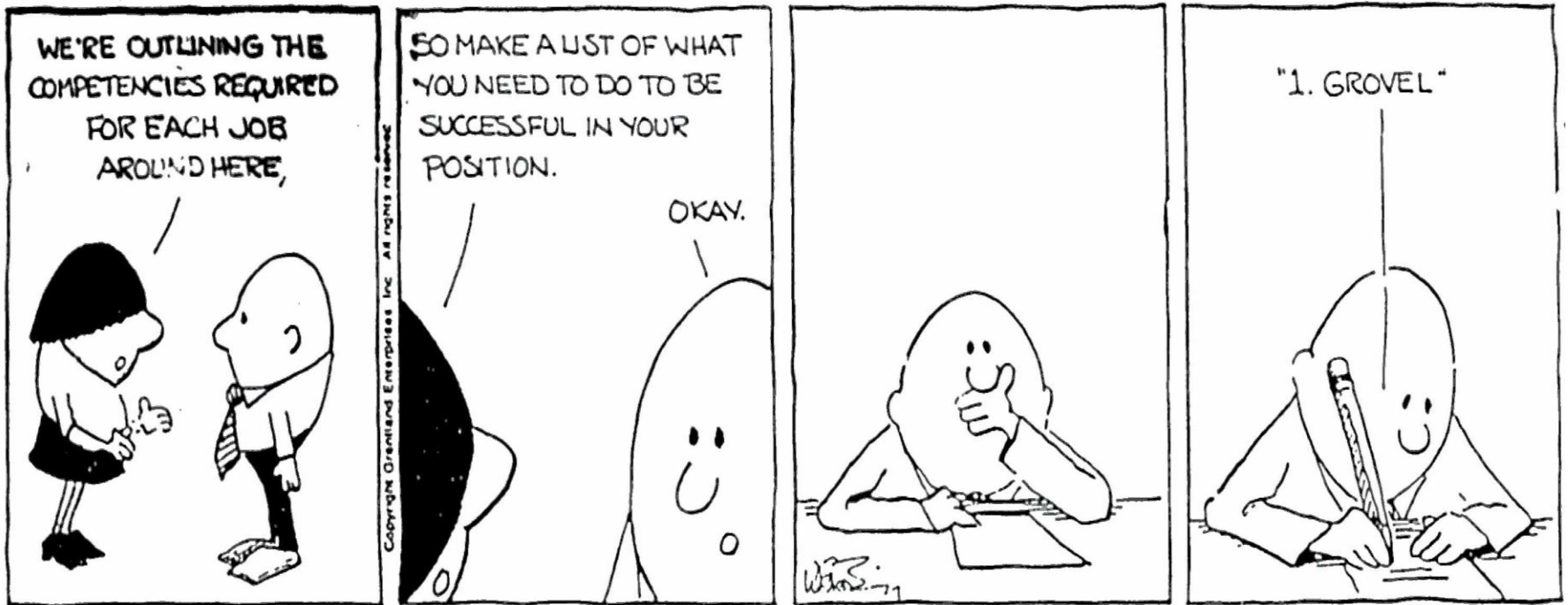
Talent = something that come easily, naturally

- Playing music by ear
- Ability to learn languages easily
- Ability to recognize patterns



A COMPETENCY IS . . .

Skill, knowledge, or attribute
which, when applied with
excellence, results in outputs of
performance and goal
attainment.





YOUR ACQUIRED SKILLS & KNOWLEDGE

General Competencies

The “tools” people in **all roles and functions** use to accomplish work – skills, areas of knowledge, and attributes.

What are 5 General skills, knowledge areas, or attributes that make you valuable to an employer?



ACQUIRED SKILLS AND KNOWLEDGE

Technical or Functional Competencies

Specialized skills, knowledge, and attributes needed for success within a business function / occupational group.

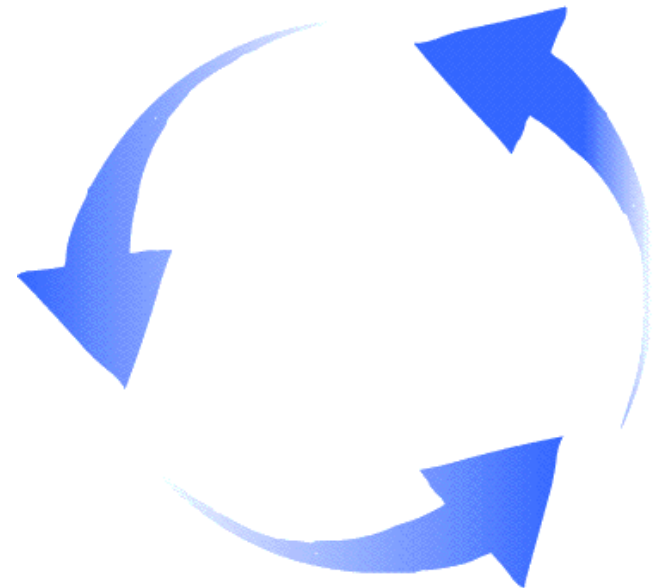
What are 5 function-specific skills, knowledge areas, or attributes needed for your specialty that make you valuable to an employer?



TRANSFERABLE SKILLS

There are only two universally transferable skills:

1. Interpersonal Skills
2. Creativity





INTERPERSONAL SKILLS

Authentic

Not “slick” or polished

Not a cheerleader or salesman

Willing to share who you are

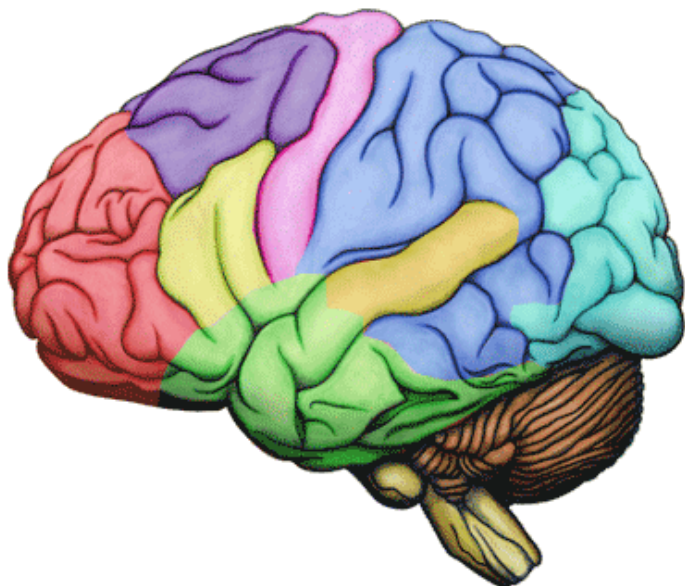
Articulate

Confident

Accepting others for who they are



CREATIVITY



“... So essential in today’s world that saying this has become trite” Daniel Pink

Quick and dramatic
(conceptual innovators)

- Careful and quiet –
(experimental innovators)



WORK PURPOSE

Achieving a job or position

- *To become manager of the unit within five years*

Realizing a key personal value or payoff from work

- *To know that I am helping others*

Using a highly preferred competency

- *To use my skill in statistical analysis*

Combination of values and competencies

- *To achieve financial success and recognition by creating innovation in everything I do*



SUCCESS AND FULFILLMENT

Success: The achievement of something desired, planned, or attempted.
Accomplishment.

Fulfillment: To develop the full potential of something. A sense of satisfaction and personal gratification.



SUCCESS AND FULFILLMENT

Success



High

Low

Fulfillment



High

Low



CAREER ORIENTATIONS

1. Getting Ahead
2. Getting Secure
3. Getting Free
4. Getting Challenged
5. Getting Balanced





ALIGNMENT

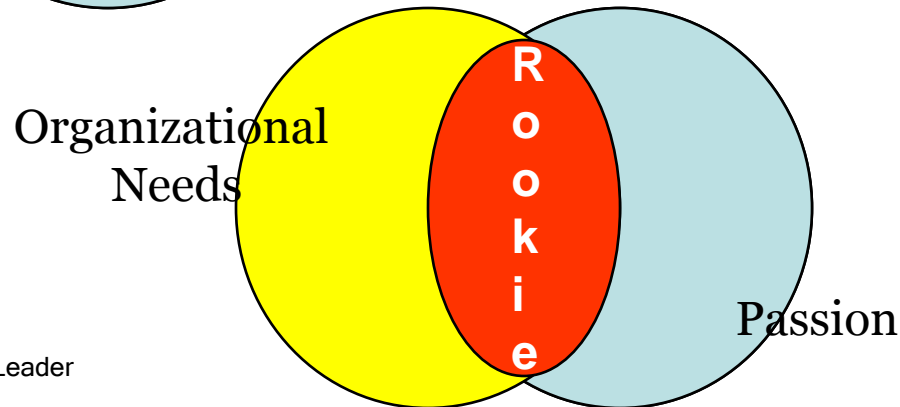
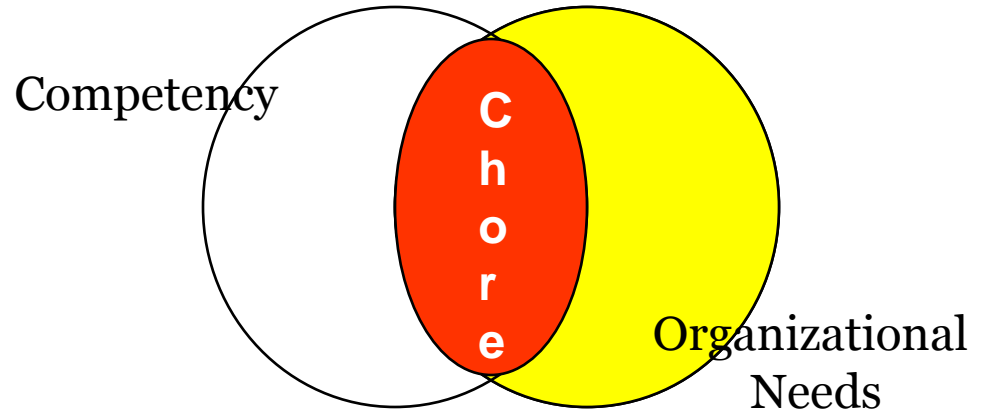
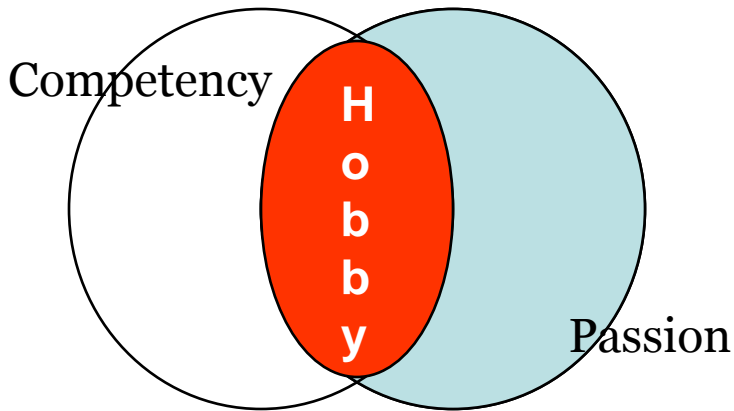
Alignment includes:

- Competencies
- Values
- Interests / Passions
- Goals – Yours and the Business





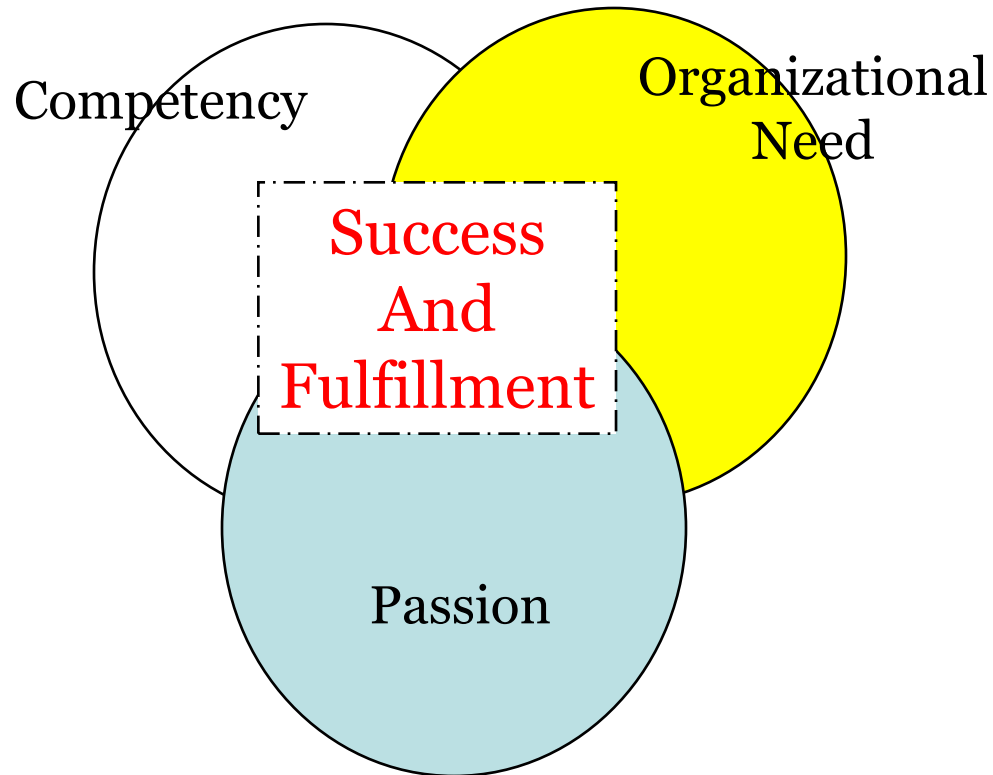
WITHOUT ALIGNMENT



Source: The Extraordinary Leader
By Jack Zenger



WITH ALIGNMENT





IT'S UP TO YOU

People all have the right to pursue happiness, but you have to catch it yourself.

