

Achieve Long Term Success by Careful Career Management

Question:

How do I empower employees to achieve their career goals?

Answer:

In the past, companies were primarily responsible for managing the careers of their employees. Now, employees have unlimited opportunity to fulfill their career destiny. Enable employees to grow with you rather than out-grow you by following these tips:

- **Encourage employees to set goals.** Ask them to think through their vision for the next five and 10 years so you can carve out a personalized career path.
- **Provide growth opportunities.** Allot time for employees to take classes, learn new technologies, and network with industry professionals so their job feels exciting.



- **Watch for burnout.** Overzealous employees are prone to losing sight of balance. Make sure the hours and work expected of your employees enable them to maintain a balanced lifestyle.

- **Map out your ideal future.** It is important to revisit your map often as career goals can change over time. As you find new things to inspire you, adjust the map to meet your long-term vision.
- **Stay at the forefront of your industry.** Read trade journals, take professional seminars, and uncover hidden opportunities within your current position so you stay marketable and first in line for promotions.

Question:

My career feels like a runaway train. What can I do to regain control?

Answer:

If left unchecked, your career can take you on an unplanned path, running over many things along the way. You must be proactive and dedicated to find your personal direction and purpose. Take charge of your career destiny with a few simple steps:

- **Get to know yourself.** Create a list of ten items most important to you in a career. By cultivating a sense of awareness, you increase the chance of finding opportunities best suited to your goals.



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