

How do I Get to Where I Want to Be in My Career?

Question:

How do I help employees who may be at a crossroad in their career path?

Answer:

Many busy professionals start out with definite career goals. Years later they find themselves wondering what went wrong. Hectic schedules, changing values, and pressures of a balanced lifestyle can detour career plans. Here are a few guidelines:

- **Map out a plan.** Ask employees to take stock of their current situation and think about where they want to be in one, five, and 10 years. Encourage them to tap into their sources of inspiration to create goals that fuel the fire within.
- **Let them grow.** Offer professional seminars and continuing education classes.



- **Encourage balance.** Remind employees that family, friendship and personal time are equally important to achieving long-term success.

Question:

Should I ask for a promotion or look for a new job? How do I decide what's next?

Answer:

At some point in your career, you may feel you are going down an unplanned path. It is always possible to regain control and create your career destiny. Here are a few ways to get back on track: Cultivate an atmosphere of self-awareness. Make a top 10 list of items you deem vital to a successful career. If you are not fulfilling 75 percent of that list, talk to your employer about making changes.

- **Be proactive, not reactive.** Expand your knowledge and identify skills specific to you. Are there hidden opportunities that you can uncover with your position?



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