

WHAT DO YOU WANT TO BE WHEN YOU GROW UP?

Well, that's as useful a question as the paradigm "and they lived happily ever after". Both imply there is a one-off event or decision that without any further attention or effort serves us beautifully and perfectly for the duration of our lives. *If only ...*

Although logic tells most of us that's not how the world operates, we can still fall into the trap of functioning as if it were true. What can then happen is that we spend our lives with a sense of unease that the answer is eluding us. Or that we are "wasting" our time and effort on the "wrong" thing.

By the time you have finished reading this sentence, another job title will likely have been invented. We can simply never know every possible option. So, what's the alternative?

There is only one option, really – and that's to actively manage your career on an ongoing basis.

Rather than getting hung up on the "right" answer, get clear on the components that you want to be present in your day to day work life, then find out what is available and match them as best you can. This alignment needs to be done on an ongoing basis, and by definition so does your own development.

CONTINUOUS DEVELOPMENT IS THE NEW JOB SECURITY

It's good news, because you have far more control and influence over your own development than you do over restructures and industry changes.

So, rather than see it as a scary and chaotic world where loyalty is seldom rewarded, many people start to see it as a place where they can be more autonomous and feel like they are steering the ship rather than flotsam bobbing on the high seas.

A highly relevant cliché here is to focus on the journey rather than get hung up on the destination, enabling us to better focus on what we can influence and making it more likely we'll find enjoyment or satisfaction along the way.

HOW CAN YOU ACTIVELY MANAGE YOUR CAREER?

The foundation is to get clear on the components that you want and need to be present in your working life at any point in time. Then there are the five key skills required for actively managing your career on an ongoing basis: curiosity, persistence, flexibility, optimism and risk taking (Mitchell, Levin & Krumboltz, 1999).

Like for most things in life, there is also a need for continual check in and calibration. CareerGrow.Coach can support you in this process, to gain clarity, build career management skills, take action and check in regularly. Whether you are at a significant transition point or happily travelling along, CareerGrow helps you to make the most of you and the time you spend at work.

What do you want to do when you grow up? Answer: I want to actively manage my career, so that I can make the most of myself and my opportunities.