

The Actuarial Profession
making financial sense of the future

4th Younger Members Convention
The City Hall, Cardiff, 5-6 December 2005

Managing your Career

Carole Evans
Managing Consultant
RightCoutts Cardiff
Regional Office

Taking Ownership of your Career

“It is not the strongest of the species that survive, not the most intelligent, but the ones most responsive to change”
Charles Darwin

Work and Careers in the 21st Century

Changes which have had a major impact on career and work patterns

- Globalisation
- Competitiveness
- New Technologies
- Demographic Change
- Environmental & Political Concerns



The Annual of Pedagogics
"Building Your Mind for the Future"

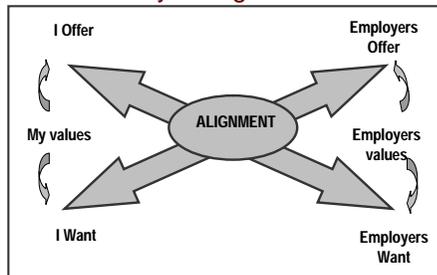
Work and Careers in 21st Century

Restructuring, the flattening of the pyramid, delayering & downsizing	Cultural change & new ways of working	Process change & efficiency drives	Outsourcing & consultancy
Mergers, acquisitions & creation of new industries	Empowerment, responsibility & ownership/stakeholders	Customer focus. Ever increasing customer demands & expectations	Short term contracts & portfolio working



The Annual of Pedagogics
"Building Your Mind for the Future"

Work and Careers in the 21st Century New Psychological Contract



The Annual of Pedagogics
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Values

Values are about worth

- the things we hold dear
- guiding principles
- standards
- beliefs
- things that we prize.

These are often the things we are committed to and live our life by and feel bad when they are compromised.

In career management it is important to review what motivates you at work

- what matters to you most and
- what you need from your working environment
- values may change through maturity or particular experiences.

Values Activity in the Appendix ?



The Career Development Centre
Making Your Future a Reality

Interests

- Interests are the things we enjoy doing, the things that give us a buzz and make us feel motivated and challenged
- Ability alone is of little use without adequate interest to back it up.
- Often our interests remain consistent throughout our lives.

It is essential, therefore, that we are able to articulate clearly our interests and where these lie.

Appendix Career Anchors and Interest Inventory



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Occupational interests

Link interests to six main categories of job types:

- P** PRACTICAL - Things focus
I INVESTIGATIVE - Ideas focus
A ARTISTIC - Ideas & People focus
S SOCIAL - People focus
E ENTERPRISING - People & Data focus
O/A ORGANISATIONAL/ADMINISTRATIVE – Data & Things focus

Appendix ?



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Alignment between interests and skills

- Aligning your interests with potential future or current roles can be useful in measuring job satisfaction.
- Interests can be satisfied through activities outside the working environment.
- It is important not to forget the link with occupational interests and job satisfaction and motivation.
- Because you are good at something does not mean you are interested in that particular area.

Interests Inventory Appendix.



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Making Your Interest in the Future

Job Satisfaction

High Job Satisfaction = Shared Values + Shared Interests

Here we are back to the Alignment model! How does this relate to your experience?



The Applied Professional
Making Your Interest in the Future

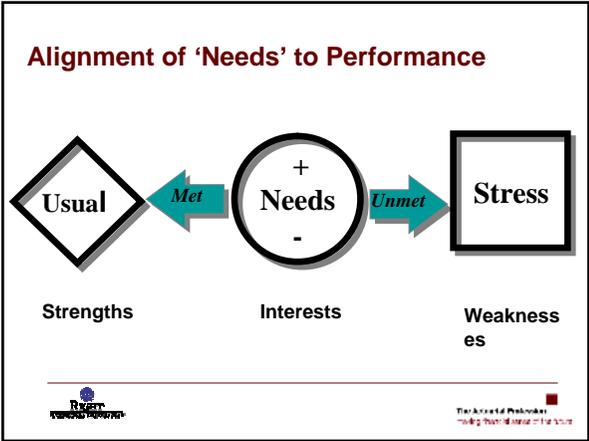
Career Chapters

CAREER SATISFACTION GRAPH										
Career Chapters										
SATISFACTION	VERY HIGH	10								
		9								
		8								
		7								
		6								
		5								
		4								
		3								
		2								
		1								
	NONE	0								

Appendix ?



The Applied Professional
Making Your Interest in the Future



Job Satisfaction

High Job Satisfaction = Shared Values
 Shared Interests
 Your needs are met
 You perform well ie your strengths

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Achievements

- **C**hallenge
- **A**ction = Skills and Abilities
- **R**esult

Where do your achievements fit in your Career Graph ?



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title

- Mountain Climbing Anna Purna
- Canoeing Down the Amazon
- Triathlete Training for Olympics
- Chess International Champion
- Marine Life Degree in Oceanography



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Taking Your Strengths To Market



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Making Your Achievement a Reality

Manage Your Career

Career Management is for life, not just for career transition

“ In order that people may be happy in their work, these things are needed: they must be fit for it, they must not do too much of it; and they must have a sense of success in it”

John Ruskin 1871



The Association of Professional Teachers
"Making Your Own Career"

Characteristics of a Healthy Career

<i>Develop Career Purpose</i>	<i>Balance your Life</i>
Develop Employable Skills	<i>Manage your own Morale & Motivation</i>
<i>Be a Change Opportunist</i>	Be Visible & Manage Your Reputation
<i>Be a High Performer</i>	Develop a wide Network of Contacts
Practice Continuous Learning	<i>Develop Your Organisational Awareness & Sensitivity</i>



The Association of Professional Teachers
"Making Your Own Career"

Practice Continuous Learning

- How are you keeping your knowledge and skills up to date
- Devote time to personal development and encourage others to do the same.
- See learning opportunities through cross team-working, special projects and mentoring as well as more traditional routes of learning
- Life long learning



The Association of Professional Teachers
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Develop Employable Skills

- *How valued are your skills by the market place?*
- *What are your key strengths*
- *How often are you using your key strengths?*
- *Where are the development gaps?*
- *What is the scope for integrating more of your key strengths?*

Soft Skills

- *Communication*
- *Commercial awareness*
- *Customer orientation*
- *Leadership*
- *I.T*



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Be Visible and Manage your Reputation

- *Understand how you are seen in the organisation and raise your profile*
- *Find ways of communicating what you do and what you offer*
- *Promote yourself, selling USP's*
- *Maintain an up to date personal profile or CV as part of this process*



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Making Your Potential a Reality

Develop a Wide Network of Contacts

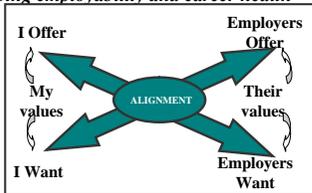
- *Maintain internal & external networks*
- *Gather and supply information*
- *Identify and share resources*
- *Raise your profile*
- *Co-ordinate activities and to gain support of other people*
- *Keep in touch with two vital things, **people and information***



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Summary

Keep the Alignment Model and your psychological contract with your organisation in mind at all times – this will ensure your ongoing employability and career health



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A final thought

“Take care to get what you like or you will be forced to like what you get”

George Bernard Shaw



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