Career Development & Self-Assessment

Career Development

- Career Development is a cyclical and life-long process, consisting of numerous steps and constantly evolving.
- CD relates to “the lifelong psychological and behavioral processes as well as influences shaping your career over your life span. It involves creating a career pattern, decision-making style, integration of life roles, values expression, and life-role self concepts”
- Career is a series of positions over years = equates to growth & development, fulfillment.

Self Assessment

- You can’t market yourself effectively if you don’t know your product and you risk positioning yourself incorrectly. Studies have shown that those who know themselves & what they want to do are most successful in their careers; earn more money; have clearer direction.
- Assessing your skills in the important First Step that sets Tone for Search and it will make all other steps along the way much Easier
- Companies often reject candidates who don’t know themselves or what they want due to the Lack of focus & Failure to link previous experience with career goals
- Critical information that you already know about yourself allows you to see in the context of a career

Skills, Interests & Values

Skills: Experience-Based Skills, Self-Management Skills, Transferable “Life” Skills
Interests: Perhaps most important are your Interests: they equate to the Energy behind your career search and are the catalyst & motivation for you to take action. Research supports simplest idea—we do best at those tasks which we enjoy the most. People who enter different career fields tend to share same interests. Targeting interests is part of the SA process.
Values: Aspects of your career you care about most whether it be financial gain, affiliation, power, prestige, lifestyle, altruism, etc.

CareerLeader Assessment Tool

- CareerLeader will assist you with your initial Self Assessment. It is not intended to tell you what to do, rather it is intended to get you to start thinking about what you might want to explore.
- You will take it twice while at GSM, once now and again after your internship—before your 2nd year.
- It is broken into 3 sections: 1) Management & Professional Ability Profile (Skills), 2) Business Career Interest Inventory (Interests), 3) Management & Professional Reward Profile (Values)
- Take advantage of the 360 Degree Feedback tool on Career Leader that allows others to assess you based on the skills section of the assessment.
- Check out the entire site for everything pertaining to the job search (industry sketches, functional job profiles, strengthening skills, action planning & interviewing).

Career Launch Advising Session

- Take full advantage of your Advising Session with Inger Maher (either Face to face or by telephone)
- Sign up as soon as possible!
- Make sure you Complete CareerLeader prior to your Career Launch Advising Session to make the most of your session