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Career Planning: Establish Your Goal and Map It Out

“A” Player human capital leadership by



There are two times of the year when almost all professionals take stock in their present and future - their birthdays and New Years. It's a great time to reflect and reset one's goals and begin anew in the new year of their lives or calendar year.

Before you take your next career step, be sure you know where you're headed. Map out your career and personal goals, and make sure the two complement, rather than conflict with each other. Working with an executive coach or your executive recruiter will help you get there faster. Here's what you need to do:

Determine your long-term goals.

Why are you in the field in which you are currently working?

Are your talents and personality traits being utilized?

Are continued professional education and training prioritized?

Wise Quote

“When it is obvious that the goals cannot be reached, don't adjust the goals, adjust the action steps.”

Confucius

Think about the consequences.

Don't make career decisions in isolation. Be sure that your family is supportive of your choices. You'll be able to move faster when the offer is made. And of course, consult with a trusted search consultant.

Actively manage your own career.

Between where you are now and where you want to be is a world of uncertainty. But it doesn't have to be that way. Take the bull by the horns. Take control of your life. You know where you want to go. Take action to get yourself there.

Build an effective personal career network.

Word of mouth. It's not only an effective sales tool, it's also an extremely effective networking tool. For starters, identify and “work” your own career network.

Include:

Friends;

Co-workers (past and present);

Professional colleagues;
Suppliers or customers;
Consultants;
Recruiters;
Teachers and classmates.

Actively maintain a fresh, current network roster and cultivate your network.

Reciprocate. Always be willing to give at least as much as you take in the way of information, introductions and referrals. It'll pay off in the long run. Don't wear out the welcome mat by calling too much. Remember, your professional references should be part of that same network. Consider them the creme de la creme and treat them accordingly.

Take a fresh look at your skills.

Things change quickly in today's economy. Make sure your skills are cutting-edge. Research career enhancement opportunities in your industry through associations or training organizations.

Participate in 360 degree feedback assessments with your superiors, peers and subordinates, take advantage of these simple instruments to learn where your biggest opportunities are. It's often that easy to learn what's holding you back.

Set specific career goals and timelines.

No matter where you're at in your career progression, clearly defining where you want to go from here in writing and at least weekly, but preferably daily; read the specific goal out loud. The universal law of attraction states you will attract to yourself that of which you think about most.

Boutique professional services with best in class global network, contacts and market mastery.



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