FINDING SUCCESS AND FULFILLMENT

CAREER DEVELOPMENT CHALLENGES FOR THE 21ST CENTURY

Peggy G. Hutcheson
President, The Odyssey Group, Inc.
Co-chair, Innovation Institute
Member, ECS
ABOUT THIS SESSION

• Compare what you want in your work life to what others say is important.
• Learn about two truly transferable skills.
• Identify the payoffs from work most important to you.
• Recognize key elements of success and fulfillment.
• Confirm your personal Career Orientation.
• See what engineering specialties are predicted to grow most in the near future.
• Hear how IEEE supports engineering careers.
BETTER THAN OK

• What do you say when someone asks about working for the company where you work (or have worked)?

• What are you looking for from your employer?

• What makes a company an “employer of choice” for you?
WHAT WE DO IS CHANGING

• We are separating careers from organizations where we work.
• We’ll master one field then move to another.
• We will have jobs that do not exist today.
AND THE RESULTS ARE NOT ENOUGH

- People still feel disconnected.
- Talent management efforts are among the most important initiatives in organizations today.
- There is a growing recognition that people are the only sustainable competitive advantage.
A REAL PROFESSIONAL

Think of one time (preferably at work, but other situations are OK) when you felt really good about what you were doing or had just done.

1. What were you doing?
2. What information or expertise was required?
3. Who else was involved (if anyone)? How were they involved?
4. What makes this stand out? Why is it memorable?
WHAT YOU BRING TO WORK

1. Knowledge, skills, attributes - competence
2. Preferences in work environment, style of supervision, challenges - values
3. Interests - People, data, things, ideas
TRANSFERABLE SKILLS

There are only two universally transferable skills:

1. Interpersonal Skills
2. Creativity
INTERPERSONAL SKILLS

Authentic
Willing to share who you are
- Articulate
- Confident
Accepting others for who they are
CREATIVITY

“... So essential in today’s world that saying this has become trite” Daniel Pink

1. Quick and dramatic (conceptual innovators)
2. Careful and quiet - (experimental innovators)
CAREER ORIENTATIONS

1. Getting Ahead
2. Getting Secure
3. Getting Free
4. Getting Challenged
5. Getting Balanced
Alignment includes:

- Competencies
- Values
- Interests / Passions
- Goals – Yours and the Business
ALIGNING WITH THE MARKET

Science & Engineering jobs with highest growth rate anticipated by 2014:

- Network systems & data communications - +55%
- Computer software engineers - +46%
- Network and computer systems engineers - +38%
- Database administrators - +38%
- Computer & IS managers - +72,622 new jobs
- “Green engineering jobs
- Biomedical jobs
IEEE survey of unemployed engineers shows:

- Networking is #1 best way to shorten the time you are unemployed
- Outplacement services can shorten unemployment period - but only if you use them fully

And less than 50% knew of IEEE’s available Employment and Career Services
CAN YOU NAME 3 PRODUCTS OR SERVICES OFFERED TO HELP IEEE MEMBERS WITH YOUR CAREERS?
LIFE / CAREER BALANCE

In this section you will:

- Assess your perception of the balance in your life
- Discover why work-life balance is important and why it can be difficult
- Examine several ways that you can move towards balance in your life
SO, HOW’S THAT WORKING FOR YOU?

1. How much pull do you feel between work and family or community activities, hobbies, etc.?
   1= Little or none; 10 = A great deal

2. To what degree do you believe that your boss or co-workers think that you need to work more or harder?
   1= Little or none; 10 = A great deal

3. How often does your family make sacrifices or limit activities because you need to work more?
   1= Never; 10 = Frequently

4. Do others refer to you as a workaholic?
   1= Never; 10 = Frequently
5. To what extent do you think that the amount of time you spend on the job conflicts with your long-term goals and desires for your life?
   1 = Little or none; 10 = A great extent

6. To what extent do you feel like you spend or waste time?
   1 = Little or none; 10 = A great extent

7. To what extent do you perceive your time and activities as energizing?
   1 = A great extent; 10 = Little or none

8. To what extent do you feel like the way you spend your time is a choice?
   1 = A great extent; 10 = Little or none
WHAT IS BALANCE

Based on your responses to the survey (and your experience in other areas if appropriate), what does balance mean to you? What does balance in your life look like?
WHY IS BALANCE IMPORTANT?

For the Organization . . .

- Retention
- Productivity
- Satisfaction
- Profits
- Development
WHY IS BALANCE IMPORTANT?

For You . . .

- Reduced stress
- Sense of well being
- Satisfaction with work
- Opportunity to contribute (community, etc.)
- Development

“A job is never going to give you a hug; it will never ‘be there for you’ when the going gets tough.”
TIPS FOR FINDING BALANCE: MANAGE STRESS

- Know what stresses you
- Change what you can
- Manage what you cannot change
- Use stress reduction techniques
  - Breathing
  - Exercise
  - Conscious choices / consequence analysis
TIPS FOR FINDING BALANCE: WORK TOWARD GOALS

Goals serve as the “level” to help you see when you are out of balance.

- What goals fit best for you?
- Balance your short- and long-term goals.
LIFE’S CHOICES

- Primary choices - Commitment to major results
- Secondary choices - Support primary choices
- FUNDAMENTAL CHOICES - Life orientation
TIPS FOR FINDING BALANCE:
MANAGE TIME AROUND GOALS

Time invested goes towards things that have long-term value; time spent is dominated by the tyranny of the urgent.

Use tools for time management:

- Technology
- Priority Management
  (Pickle Jar Theory)
IMPORTANT, URGENT, OR. . .

- Self Development Contributions to Others
- Career Challenges
- Family Issues
- Busy Work
- “Emergencies”
- “Fires to Fight”
TIPS FOR FINDING BALANCE:
WORK ON RELATIONSHIPS

Work Relationships
- Boss
- Co-Workers
- Clients

Non-Work Relationships
- Spouse / Significant Other
- Family / Friends
- Organizations
WHY IS BALANCE HARD TO FIND?

- Balance is not always the same. The “right” amount of time to spend on work activities isn’t the same for everyone.
  - Varies by individual and career life-stage and family situation
- Organizations face distinct pressures on the bottom line
  - Downsizing, productivity demands, company culture
- Balance comes over time
  - Is it today that feels unbalanced, this week, this month, this year?
ACTIVITIES THAT ENERGIZE!

Consider how you choose to spend your time. Do you think of it as a choice?

Activities that energize you, that fulfill you, create a sense of balance.
NEXT STEPS

• What is one thing you will commit to do to move toward a more satisfying balance in your life?
• What are one or two steps you can take this week to move in that direction?
FINAL THOUGHTS

Competency

Passion

Organizational Needs

Source: The Extraordinary Leader
By Jack Zenger
WITH ALIGNMENT

Competency

Organizational Need

Success And Fulfillment

Passion
YOUR RIGHT

The Constitution only gives people the right to pursue happiness. You have to catch it yourself.

Ben Franklin