

EXPLORING THE CAREER DEVELOPMENT STRATEGIES - ASSESSING GOALS IN CAREER DECISION-MAKING

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Abstract: Career development is an essential part of career management. Without ongoing career development, one cannot put meaning to self-growth or personal improvement. Practically, every company will expect some sort of career development and ongoing improvement of their employees. Planning in advance every aspect of career development will lead to good career enhancement. A career is defined as the combination and sequence of roles played by a person during the course of a lifetime. This paper, then, presents, a conceptual model describing the career management and intra-organizational career success. Theories of career mobility are used to develop a framework for outlining the factors likely to determine whether expatriate assignments help or hinder the advancement of employees who have worked as international assignees. This paper presents the purpose of the career development plan, career planning process and how to setup and reach the career goals.

Keywords: Career development, career management, career success, mentoring and guidance

1. INTRODUCTION

Career development is a most important aspect of human development, is the procedure through which an individual's work uniqueness is formed. It spans one's entire generation of lifetime. Career development commences with a person's earliest attentiveness of the ways in which people make a living, continues as he or she explores occupations and ultimately decides what career to practice, prepares for it, applies for and gets a job and advances in it. It may, and probably will include, changing careers and jobs.

It is imperative to make a note of that career development will occur naturally, as one matures, but with involvement, one can build a better-off and more victorious path. Career guidance and education, or other means of managing one's career development, can establish to be very helpful. This involvement can begin as early as basic school and should carry on through maturity. Career development is influenced by several factors and their interface with one another. These same factors also affect other portion of human growth. They are:

1. Personal Characteristics: individuality type interests and values all of these plays a vital role in career development. It is therefore, very important that we pay close attention to these qualities when choosing a career. A systematic self evaluation will help us learn about our personal uniqueness and characteristics.

2. Socio-Economic Factors: Socio-economic factors may serve as an obstacle to career development. One might not easily be able to get ready for a selected career due to one's family's economic and financial position. But, there are many ways to overcome this situation, yet.

3. Physical and Mental Abilities: Physical and mental abilities play a vital role in choosing our career. Some of them are well suited to some of the careers rather than others due to our physical and mental abilities and other limitations.

4. Chance Factors: Chance and opportunity factors are the life events over which we have little or no control. The chance factors can influence the careers that had been chosen and even help in progress the career.

2. OBJECTIVES OF THE STUDY

The research paper is articulated on Career development and how to manage the career that aims to accomplish the following specific objectives.

- a. To study the purpose of the career development plan
- b. To know about how to setup and reach the career goals.
- c. To study about the factors that influences the Career development.
- d. To study current trends in career assessment and competencies for administering/interpreting career assessment instruments.

3. IMPORTANCE OF THE STUDY

There are few things as significant as having a career development plan when it comes to excelling in life and increase speed in the chosen field. It is very important to have a clear cut sense of the direction and like to head over a career chosen. Career planning is a critical step and is essential to the success something that cannot be skipped off. The purpose of a career development plan is to help in reaching the specific goals that has been setup. Everyone has aspirations in life and wants to reach the specific levels. A planning process actually involves in developing a specific career goals and also maps out a course on how to reach them in a best possible way.

To do that, one must determine that what is more important to oneself. Sometimes, most of them may not have a clear idea of what they are looking for in terms of a career – a career coach will ask powerful questions that facilitate you to decide exactly what oneself is looking for making their own career. Starting out with comprehensive career assessment tools will allow uncovering the key strengths and determining how those best relate to building a successful career. Once the strengths are mapped out, then it will be easy to determine next steps. And, next steps begin with goals. When setting goals, it is very important and critical to consider all aspects of factors that influence the career and job. One has to evaluate about the justifying the job and career. Knowing this is just part of the puzzle – there is much more to uncover and many decisions to make to ensure find balance, passion, and purpose as well as continued growth.

A part of identifying the career paths includes defining purpose and passions. The main reasons are because everyone dreams of getting into a career field they enjoy and have fun with, but most people wander off course. They select a different career aspiration simply because they react rather than plan. They apply for an opening and take a job even though they know it is not their right fit. By having a plan and clear ideas about what it is one really want; it is easy to avoid the pitfalls of career mismatch. This makes to identify and find the right field to get into based on one's own interests, strengths, and personal passions.

So, it is very important in getting career guidance advice and creation of a career development plan. The career development plan is geared on the basis of your interest. By this, one can deserve to find the proper balance between your personal life and career. It can be easy to get caught up in work mode and constantly have the job on your mind. However, this can lead to a troubling lifestyle if anyone of them does not intertwine passion, purpose, and personal fulfillment into the career. By setting goals, understanding how to reach them, finding something that makes love, and finding a balance between work and play will allow to reach a level of happiness people only dream about. Managing a career and set up a course for success with a career development plan. Then definitely one or the other day, dreams do come true.

4. SCOPE OF THE STUDY

The study is on how one has to choose one's career and plan according. Everyone has to come up with their own career development plan that ultimately leads one's career success in their life time. The scope of the study is limited and purely on career and exploring the career development strategies and assessing and setting up goals. Only few factors are considered in career decision making.

5. RESEARCH METHODOLOGY

This study is purely based on secondary data. The required data have been collected from various sources like magazines, project management books, journals, websites etc.

6. LITERATURE REVIEW

Career development plan is very important for all whether they are in just beginning of their career or in the midst of one, it is crucial to follow it. There are far too many variables and bumps on the road to face along the way to pursue a career without an effective plan. Ideally, it is better to have a career guide from the beginning. Consider the career development plan as a roadmap that is used when going on vacation. From the starting point plan out the goals, proceed accordingly and intend on reaching them until you reach the final destination. Essentially, one would start by choosing a job, move on to applying for the job, getting the job and so on. It is also important to realize that one's career path will change over time. Just because of planning everything out from the beginning does not mean that we need to stick with it throughout your career. It is more of a guide to help and get through the difficult times and have a clear cut idea of where to end up.

There are far too many changes in the business world and economy to stick with a plan. As we continue to grow our original career planning course will gradually shift to a different direction. This is when everyone will need to learn to adjust to your surroundings and accommodate the changes that are occurring around us. Regardless, it is crucial to have a plan for career development plan from the starting itself. This has become a highly important tool that experts use to help students and clients reach their goals. As society is constantly changing at a rapid pace, seeking career guidance advice can help oneself to formulate ideal plan. The benefit of talking to a counselor or getting career assistance is that a person works with people like us on a daily basis. They understand how to piece and combine together all the goals to help formulate the proper strategy so by it is easy to attain these goals. There is nothing wrong with putting together our own career development plan either. If we know what oneself want and have an idea of how to achieve it, sit down and plot everything out. Think about where to start, what steps to be taken to grow, and how to go to reach the goals and dreams planned.

Having a career guide or plan of some sort is crucial to making it in the real world. There are far too many obstacles, not have some sort of career guidance advice and career assistance every step of the way. If we truly want to excel in life, put together a course that oneself can follow. Every day, we have to make our self clear what we are doing and how we are going and where our career is going? Get on a career path that makes sense personally and should not be afraid of asking for career advice. Career counselors help individuals clarify and achieve their life/career plans. Develop a career development plan and set a course toward the job of dreams.

7. ANALYSIS

In order to excel in life and with career, it is of utmost importance to have a career development plan to follow. A career development toolkit is an excellent resource which will help as a guide through some of the steps in the career management process so a person can effectively reach goals in a right way. To help with the process, here are five things to include in the career development toolkit.

1. Frame the need and want

The first and foremost thing is one has to include in career development program is an understanding of what is actual need and want. By knowing what we want according to our interests and desires, it is easy to plan accordingly to seek the field or job that makes us enjoyable. There is no point in settling for a job that has no interest whatsoever it is. At this point, career assessment tools can be very helpful in identifying next steps.

2. Plan the future accordingly

When piecing together a career development plan, keep in mind that are planning your future. Although your plan will change over time, this is the beginning of something that could be life-changing. It is crucial you take it seriously and really think about where you want to be in the future and what career paths will best match with your plans.

3. Balance between life and work

One of the biggest reasons people fail in life is because they simply cannot balance their life properly. It is important to learn how to properly balance work with one's own personal life. While it is important to excel in work and succeed, it is equally important to understand how to step away from the job and enjoy oneself – career job profile should address the needs. If anyone do not do this and finally will end up burned out and overly stressed.

4. Properly marketing

Another vital component in the career development toolkit is a marketing plan, as one must know how to effectively present and market oneself to maximize success. With the economy where it is today and the amount of people that are looking for jobs, we need to know exactly how to promote and set oneself ahead of the rest of the crowd. It is important to learn how to properly present the skills and accomplishments in order to display your overall capabilities.

5. Preparing well for an Interview

A key step in career development is preparation. When that dream job gives a call to set up an interview, it is important to get ready and well prepared for an interview. This could potentially be the starting point to something that will be doing the rest of our life. Take the time to read over commonly asked questions, think about how to answer them, and learn everything there is to know about the company. Career management is a critical component to the success. Get some career assistance and career guidance advice – the more we prepare for an interview, we can face interview the better.

CONCLUSIONS

Setting up the career goals is a wise thing to do; and it is. When we are setting and achieving goals, if it done wisely and correctly, that means we are acting from a state of belief that oneself already have this goal. That is why, it is better to setting up a goal. Once we set the goal and strongly believe that it's already there, and then the goal must come into physical reality. It is very easy to settle into the "Career Comfort Zone" and merely do the status quo. Career development plan is going to be fun and quite a journey. It means life is a journey anyways, so it is important to experience it. Now, starting a career development plan from scratch and a career development plan for a current or transiting career, one should have the wisdom to carry out what needs to be done in one's own life.

Leave money out of the equation when choosing the career. It is better to do something we love and inspires us. Remember, we can earn money at anything and we'll earn more money doing something we love and inspire more. Finally, it is better to give 100% to the current position from the starting onwards. Keep setting career goals and act from a state of expectation that will make us to become the best person that will be possible. When this happens in a right way, there is no other choice but to expand into a better career position.

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