



## **Factsheet – High 5 Messages of Career Development**

### **Change is constant - embrace it!**

Recognise that the world around you is constantly changing. Be open to change and remain alert to new opportunities.

Change has become a factor both at work and in life outside of work – but do you think this also applies to you?

How much have you changed over the past couple of years?

Do you still like the same clothes and games that you did 5 years ago? Probably not! Most things change over time, including the working world.

In fact, the rate of change is accelerating. People are now likely to experience many jobs, in different career fields and with different employers, during their working lives. Learning how to adapt to change is key. It is said that the future belongs to those that can see it coming. Those who are most aware of change, in themselves and the world around them, are able to make positive choices and benefit from change - rather than resist or complain about it.

Change often brings opportunities. Flexibility, versatility and adaptability during periods of change can be the key to successfully growing through change.

So be open to change and be alert to new opportunities!

### **Learning is ongoing**

Strive for continuous personal improvement. Stay motivated by learning new skills and developing new talents.

Finishing school is not the end of your learning.

We need to keep learning to make the most of our world. Imagine if you were the only one in your group who couldn't use a computer? You wouldn't understand what your friends were talking about or be able to download music, play games or tweet. The information and skills you are learning today are just the basis for the knowledge and skills you'll need in your future. Learning opportunities are everywhere – in formal education, daily life, on the job in the workplace, on the sporting field, doing hobbies, etc.

You need to keep learning – new information, new skills, new learning opportunities and ways to use the knowledge you gain.

### **Focus on the journey**

Don't focus on one destination only. Recognise that your career journey will be throughout your lifetime. Appreciate and value each experience along the way.

Your life is a journey – uniquely yours! And it is made up of experiences gathered along the journey while the destinations are merely stops along the way. Focusing on your goals during

your journey and paying attention to everything you learn or see along the way will help you achieve your goals.

Some people are so focused on the destination, they don't see the doors of opportunity, good new possibilities, potentially great relationships, etc., along the way.

Too often the destination is not even of your own choosing but something your parents want or your friends are doing. Looking out for opportunities along the way may enable you to tailor the journey to meet your objective.

### **Know yourself, believe in yourself and follow your heart**

Pursue your passion to find fulfilment. Discover ways to combine your interests with career opportunities.

Career development puts the YOU in your career. Your career should be about doing something that you can commit to and have the skills or ability to have a realistic chance of achieving.

We all do our best when we are doing something we love or have a passion for. If you have a dream, however outlandish – you are lucky! Dreams can lead to an understanding of who you really are and what you really want – a key motivator in shaping a life full of meaning, purpose and satisfaction.

Do your hobby or leisure activities provide you with career opportunities?

### **Access your allies**

Rely on the support of your family, friends, mentors, colleagues and peers. Career success can be a team effort.

Do you know who you can ask for help on your career journey?

You are surrounded by people who can assist you in making career decisions – your family, friends, friends' parents, teachers, neighbours, parents work colleagues – all may be willing and helpful allies.

Why an ally? An ally is someone who helps you.

How can they help? Talk to them – do they know what you want to do or what your passion is?

Can they help you or do they know someone who can?

Ask for help and guidance, it is not a sign of weakness to ask for help. You'll be surprised how helpful people can be when you show interest in what they do.

Maybe they can introduce you to someone they know who does what you want to do.

Career success can be a team effort. But be considerate of an allies' time and effort, thank them for their help and always remember that you didn't do it all on your own.

About 70% of jobs are never advertised – they are filled through using a network of contacts – networking. There is no mystery to networking – it's usually people who share the same interest. Your classmates, your friends on Facebook are one of your networks, following a tweet group is another example. Maintaining a network is a two-way street – it's usually more successful if you share information and contacts.

*Adapted by Karen Penrose, Career Industry Council of Australia Project Director (Content checked November 2011)*