

WEBINAR RESOURCE
GUIDE AND WORKBOOK

CAREER VISION, VALUES, & DECISIONS

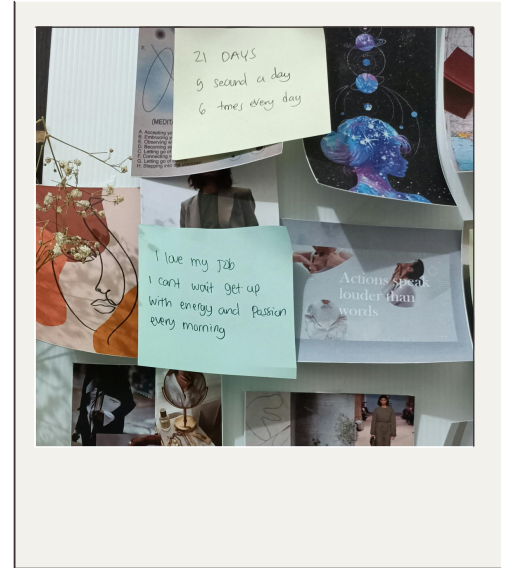
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**A BEGINNERS GUIDE TO
CAREER PATHING**

CAREER VISION

A "career vision" refers to your long-term professional goals, shaped by your personal values, which guide the decisions you make throughout your career, ensuring your work aligns with what is important to you in life; essentially, your values influence the career path you choose and the decisions you make within it.





step 1: ASK

CAREER EVALUATION

How am I doing?
How am I feeling?
What has occupied my thinking
- this quarter, season, day?
Am I energized by my work -
most days or not?

How do you start your work day? Where are you and what does your work environment look like?

How would you describe the relationships and interactions you have at work?

How are you regarded at work? What do people know you for?

CAREER EVALUATION

How are you balancing / integrating your work and personal priorities?

How are you recognized for your work?

When you go to bed at night, how do you feel? What contributes to these feelings?

At the end of your career, what legacy will you leave behind, personally and professionally? What will you be remembered for?



step 2: REASSESS

CAREER EVALUATION

Have my values evolved? How?
Values = what drives me / what matters to me
The *WHY* behind my actions

What's most important to me at work?
(Use single words)

Has this always been true, or has it changed in the last quarter?
(Self-discovery and/or affirmation)

Looking at my current values, what do those words mean to me?
(Identify the words that you want to manifest in daily work)

How do my values actually show up - or not show up - at work?
(Determine where those values are reflected in your life)



step 3: DETOX

CAREER EVALUATION

What can I change?

What can I subtract from my work life?

What can I add to my work life?

What can I keep the same?

What are some short-term and long-term goals you want to accomplish?

What is a stretch goal, or something outside your comfort zone, that if achieved, would be fulfilling and move you closer to your vision?

(This could be short-term or long-term)



Specific: Does your goal address the five “W” questions of who, what, when, where and why?

Measurable: How will you measure your success?

Achievable: Is the goal realistic and attainable?

Relevant: Does this goal align with your values and long-term vision?

Timebound: By when do you want to accomplish this goal?



step 3: DETOX

CAREER EVALUATION

What can I change?

What can I subtract from my work life?

What can I add to my work life?

What can I keep the same?

Breaking the goal down into smaller steps makes it more manageable and ultimately, more achievable. What is the first tiny step you can take towards that goal? And the next, and so on?

What relationships would you need to foster to achieve this goal?

What capabilities would you need to strengthen?

What might you need to let go of to help you move forward?

USEFUL LINKS AND RESOURCES



YOUR NEXT STEPS

ARTICLES

Indeed article on “A Step by Step Guide to Creating a Personal Vision Statement”
<https://www.indeed.com/career-advice/career-development/personal-vision-statement>

LinkedIn article on “Creating Your Career Vision” <https://www.linkedin.com/pulse/creating-your-career-vision-mentorcruise-epave/>

HBR article on “Values, Passion, or Purpose – Which Should Guide Your Career?”
<https://hbr.org/2023/10/values-passion-or-purpose-which-should-guide-your-career>

Yale article “Five Step Career Decision Making Process”
<https://ocs.yale.edu/blog/2022/12/11/explore-five-step-career-decision-making-process/>

Website article on “How to Make Tough Career Decisions” <https://80000hours.org/career-decision/article/>

Indeed article on “How to Make a Career Decision in 6 Steps (With Tips)”
<https://www.indeed.com/career-advice/career-development/how-to-make-a-career-decision>

Forbes article on “Facing a Tough Career Decision? Here’s How to Make the Right Choice”
<https://www.forbes.com/sites/roberthellmann/2022/11/16/facing-a-big-career-decision-heres-how-to-make-the-right-choice/>