

## **THE CAREER DEVELOPMENT CYCLE**

Below are the six steps through which we pass repeatedly as our career develops. It can sometimes be helpful to locate yourself in this cycle.

### **1) SELF-EXPLORATION**

Conduct an in-depth exploration of values, skills, abilities, experience, desires, fantasies, decision-making style and history. Create a vision for an ideal job or business.

### **2) EXPLORE THE WORLD OF WORK**

Take the vision of the ideal job/business and explore the world of work to gather information. Read articles, blog posts, do information interviews and scan want ads to get a clearer picture of the job or business you are considering.

### **3) INTEGRATE THIS INFORMATION INTO A CAREER PLAN**

Create a target statement for either your job search or your business:

“I’m looking for a position as a development coordinator for a healthcare-oriented non-profit.”

“I want to provide resume writing and career counseling for clients in the technology sector.”

The target statement should be concise and clear enough to be understood immediately by anyone who hears it.

### **4) IMPLEMENT THE CAREER PLAN**

Develop a resume aimed at the target job or a website focused on the desired market. Create a target list of organizations where the target position or the desired customers are likely to be found. Network with a focus on those organizations. Land the job or launch the business.

### **5) GAIN MASTERY**

Gain new skills, enhance experience, develop a new or expanded network.

### **6) TRANSITION TO THE NEXT CYCLE OF CAREER DEVELOPMENT**

This stage is fluid. The transition may occur abruptly due to a layoff or firing, or it may evolve gradually with the realization that the challenge and excitement has worn off and it is time to move on to other things.