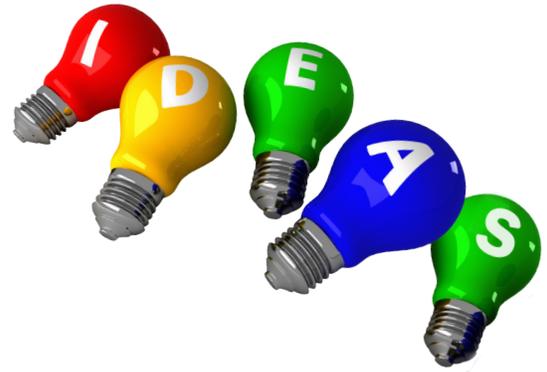


10 TIPS FOR STRATEGIC CAREER ENGAGEMENT



- 1. Monitor your Career Engagement.** Career Engagement is realized through a dynamic interaction of challenge and capacity. If these two components are balanced, individuals can experience optimal career engagement. However, insufficient capacity for the level of challenge results in feeling overwhelmed while too little challenge results in feeling underutilized. Be strategic by constantly monitoring the alignment of these two components.
- 2. Reflect on what's working and what isn't.** Strive to identify specific things, at home and at work, that are going well and not so well. Build on the strengths of whatever is working and identify strategies to effectively cope with what isn't.
- 3. Consider all your life roles.** Life doesn't end when your work day begins. In your quest for optimal Career Engagement, consider all the roles (e.g., worker, student, parent, child, community member) you are currently juggling.
- 4. Know yourself.** Reflect on your motivated skills, interests, values, personal style, and other relevant factors, and how these may have evolved or changed over time. Consider using [the Wheel](#) as a framework for ongoing self-reflection.
- 5. Explore opportunities.** Remember, Career Engagement involves more than just your work role. Although it is important to consider what work may be within your local labour market, also consider opportunities for learning and community involvement.
- 6. Decide how much or little to shift.** Maximizing engagement may require anything from a slight adjustment to a relatively large shift. Know what's doable for you, your significant others, and employer.
- 7. Identify individual and organizational capacity.** Capacity comprises a large array of factors including time, money, education, and available resources. Consider your organization's capacity limits (i.e., what it can and cannot provide or change) alongside your own.
- 8. Take on an appropriate level of challenge.** Consider how stimulating and challenging you want work and life to be against the backdrop of your capacity (i.e., the energy and time you have to give and the resources available to you). If non-work roles require "more of you," it may be necessary to "downshift" work to free up capacity. If feeling underutilized, consider taking on more at work (e.g., a new project or committee) or at home (e.g., a new leisure activity or volunteering).
- 9. Set short and long term SMART goals.** Being strategic will require short-term action items as well as long-term planning. Identify tasks you can accomplish immediately as well as those that will need more time. Always work from the [SMART](#) framework, ensuring goals are Specific, Measurable, Achievable, Relevant, and Time-Sensitive.
- 10. Avoid disengagement.** Notice the early feelings of being overwhelmed or underutilized. At these initial stages, a return to the zone of engagement may be relatively easy. Leave it too long and complete disengagement can occur – a state that can be significantly harder to correct.

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