



# 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.

## UPCOMING COURSES

Make sure you read our [course catalogue](#). It is full of important information for students on program structure and policies. Not sure what training fits for you? Contact our [Student Advisor](#).

### Starting soon . . .

- **Career Development Foundations, Emerging Theories, and Models - Sept 10th**
- **Researching Workplace Trends, Career Information, and Employment Possibilities - Sept 17th**
- **Helping Skills to Facilitate Career Development - Sept 24th**
- **Job Developer - Sept 24th**

### Later this Fall . . .

- **Group Facilitation Strategies for Career Programs - Oct 1st**
- **Personality Dimensions (Level 1 Facilitator Training & Bridging) - Oct 1st**
- **CPE 510: Fundamentals of Psychometric Assessment - Oct 1st**
- **Career Coaching - Oct 8th**
- **Work Search Essentials 1: Resumes, Cover Letters, and Career Portfolios - Oct 15th**

[Click here](#) for our full 2014 course schedule,

Keep in mind that we can arrange special sections of any course for intact groups; we also facilitate workshops on a wide variety of topics. [Contact us](#) to learn more.

# DID YOU KNOW?



**Retirement & Career Dimensions Available Online.** CLSR now offers both the [Retirement Dimensions](#) and [Career Dimensions](#) assessments online. Similar to PD Online, this is a great way to introduce the tools without having to allocate in-person time during your workshop.

**Roberta Talks About Career Theory with CERIC.** Hear Roberta speak about career theory and her chapter in the newly published [Career Development Practice in Canada](#) textbook with CERIC's [TextTalks Podcast](#).

**CASL is Now in Effect.** The [Canadian Anti-Spam Legislation](#) (CASL) took effect July 1st prohibiting unsolicited electronic messages from business to customers. This means unless you specifically opt in for messages, such as this newsletter, business cannot email you. We can, of course, always respond to any inquiries we receive as usual. Because Life Strategies' instituted an opt in for our newsletters when the legislation was first drafted a few years ago, the impact on our newsletter distribution is minimal.

# NEW RESOURCES

## Chaos Theory of Careers Webinars.

Dr. Jim Bright, co-developer and co-author of the Chaos Theory of Careers, has now provided free access to four webinars from a 10-part series.

1. [Coaching with the Chaos Theory of Careers: Complexity, Change and Chance](#)
2. [How to Use the Exploring Chaos Reality Checklist in Coaching for Change Using Chaos](#)
3. [Coaching with the Chaos Theory of Careers: Using the Attractors](#)
4. [Coaching Clients to See Fractal Patterns in Their Actions](#)



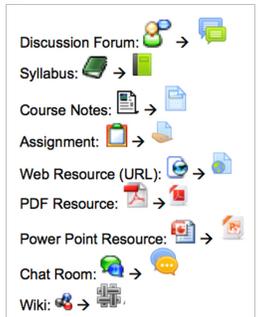
**Successful Career Management.** This new book, by Stuart McAdams, provides a guide for organizations, leaders and individuals. Buy on [Amazon](#) or [Thorogood Publishing](#).

# FEATURE OF THE MONTH

All Life Strategies' online professional development courses and programs use a learning management system called Moodle. To help ensure the site's functionality, we recently completed a technical upgrade.

Though the upgrades were mostly administrative, there were some slight modifications to the look and feel that may impact students. The most noticeable changes were to the course activity and resource icons. We've included a quick snapshot of the old / new icons to the right.

If you have any questions regarding our course site and the upgrades, please email [info@lifestrategies.ca](mailto:info@lifestrategies.ca).



# CONGRATULATIONS



8 students completed **CMPP** specializations

- Amy Harrison (EVGP)
- Colleen Reichrath-Smith (GCDF)
- Lisa Rickwood (GCDF)
- Meghan Plooy (CDP Essentials & GCDF)
- Ozlem Cigeroglu (CDP Essentials)
- Sarah Johnston (Career Transition)
- Shannon Liscumb (EVGP)
- Wendy Cox (GCDF)

6 students completed their **Psychometrics Assessments B Level** training.

- Christine Dunn
- Jane Spence
- Janice Brooks
- Jeanette Draude
- Stephanie Cashin
- Tanya Clary



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