

Career Management Model

Lia Sebring, B.S.

Methods

Planned Happenstance

(Bouley, 2017; Mitchell, 1999)

- Utilize planned happenstance by actively seeking and engaging in opportunities to increase the odds of finding rewarding career paths (Bouley, 2017).
- **Key elements:** Openmindedness, persistence, capitalize on chance, flexibility (Mitchell, 1999).

Ikigai

(Mitsuhasi, 2017; Herrera, 2021)

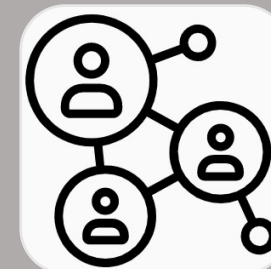
- Finding source of personal worth and value, often outside of the workplace (Mitsuhashi, 2017).
- It is important that our entire identity is more than our work (Herrera, 2021)
- **Key elements:** Sum of small joys in life, creates a sense of optimism, feeling what you do impacts others' lives (Mitsuhasi, 2017).

Personal Board of Directors

(Barrington, 2018)

- A group of people with different roles that provide support and guidance in your professional life (Barrington, 2018).
- Similar story
- In your field
- Supporter
- Critic
- Leader in growth area
- Networker
- Older or Younger

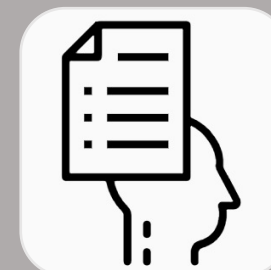
Continued Growth



Networking
(Samuels, 2017)



Continued learning
(IHA, 2021)



Managing self concepts
(Careers.gov, n.d.)



Embracing neutral zones
(Nastase, 2017)

Image credit: The Noun Project

References:

- Barrington, L. (2018, February 20). Everyone needs a personal board of directors [Blog]. Forbes. <https://www.forbes.com/sites/forbescoachescouncil/2018/02/20/everyone-needs-a-personal-board-of-directors/> [PDF]
- Bouley, J. (2017, July 25). How planned happenstance can help your career. <https://www.hospitalrecruiting.com/blog/3988/how-planned-happenstance-can-help-your-career/>
- Careers.govt.nz. (n.d.). Donald Super's developmental self-concept. [Handout] <https://www.careers.govt.nz/assets/pages/docs/career-theory-model-super-20170501.pdf> [PDF]
- Health Literacy Specialist Certificate Program. IHA Health Literacy Solutions Center. (2021). <https://www.healthliteracysolutions.org/learning-lab/certificate-program>.
- Mitsubishi, Y. (2017, August 7). Ikigai: A Japanese concept to improve work and life. BBC: Worklife. <https://www.bbc.com/worklife/article/20170807-ikigai-a-japanese-concept-to-improve-work-and-life>
- Nastase, A. (2017, November 30). How to deal with big life changes: Endings, neutral zones and new beginnings. Medium. <https://medium.com/@diemkay/how-to-deal-with-big-life-changes-endings-neutral-zones-and-new-beginnings-398e263f2a2> [PDF]
- Samuels, R. (2017). Be effective. In *Croissants vs. bagels: Strategic, effective & inclusive networking at conferences* (pp. 55–74). Movement Publishing. [PDF]