



## Where am I on my career path?

- Make sure you are a STAR Employee:
- Someone came up with the term 'climbing the corporate ladder' many years ago but for most of us it's not relevant whatsoever. Why? 90% of people work for small to medium business so if there is a ladder, it's a step ladder.
- Most people think the further up the ladder you go, the better off you will be, but remember, with rewards come responsibilities.
- What are the steps on a Career Path? Loosely speaking there are four areas:
  - ✓ Learning – in your 20's
  - ✓ Growing – in your 30's
  - ✓ Leading – in your 40's and 50's
  - ✓ Mentoring – in your 50's and beyond
- The first step is to figure out where you are right now.
- Then you need to figure out where you want to be.
- Some people want to be in charge of other people.
- Some people want to make the most money they can but not be responsible for anybody else.
- Some people want to be part a team and others prefer to operate autonomously.
- Some people want to be good at a range of skills and others want to be recognized as experts in their field.
- Career paths are like Christmas Trees – the higher you go, the less branches there are to stand on.
- Then you need to make sure you are working for a company that can give you room to grow because the type of company you work for can determine your potential for promotion.
- Also look at the industry you are working in and ask what its future is. Everyone who worked in the video industry had to change to DVD's and now it's all online. Will this happen to your industry?
- When applying for new jobs, seek out companies with opportunity for advancement. You don't have to work for a huge corporation, although these usually offer plenty of promotion possibilities at any given time, but you do want to look for a company that has enough going on so that you can be assured you're not running into a dead end.
- Preferably this company will be doing well and growing, though many companies, especially very large ones, tend to grow in cycles.