



What drives your career?

How to create a career that you love?





Your Hosts for Today...



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Poll Question:

Let's get you thinking

What is the average number of hours someone works in their lifetime?



- A. 20,000
- B. 5,000
- C. 90,000
- D. 50,000



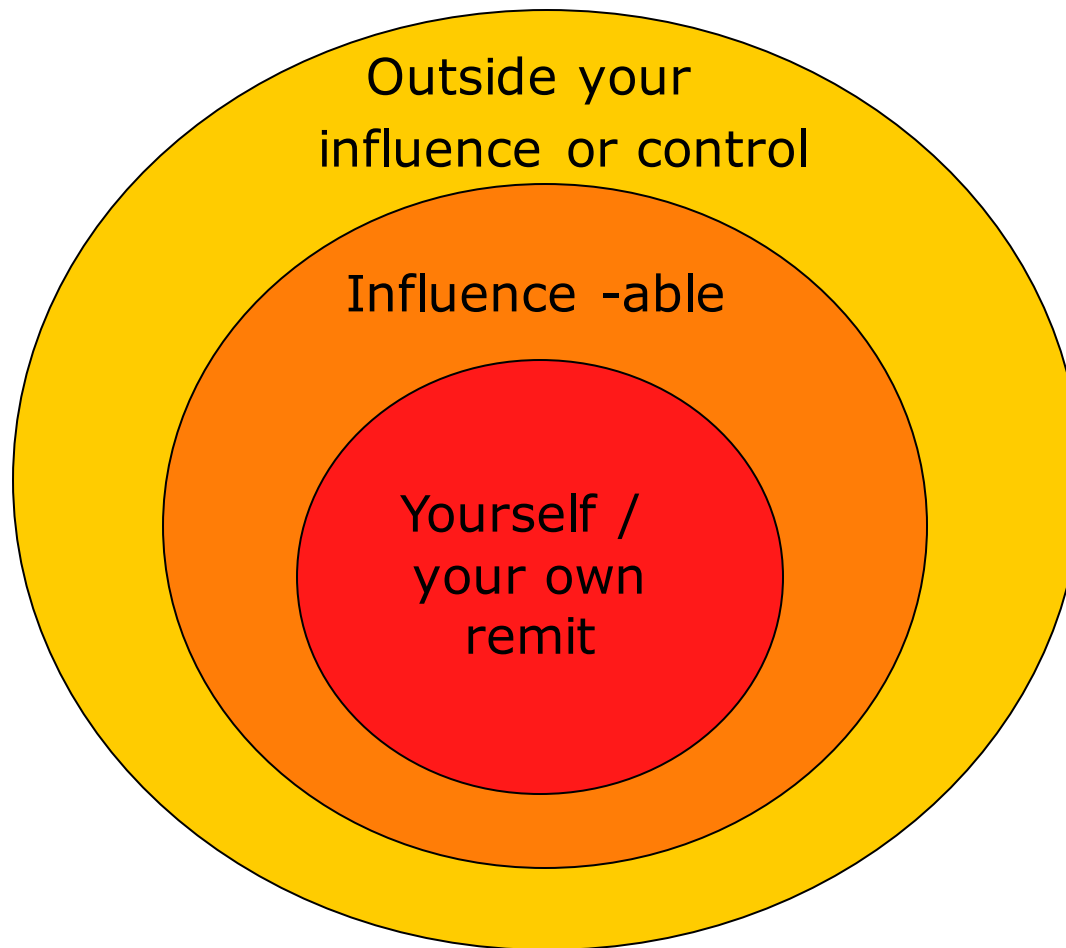
Learning Outcomes

- What is important to you at work?
- What and who is in control of your career?
- What do you enjoy doing and what makes you successful?
- What sort of working environment enables you to thrive?
- What do you need to learn and what skills do you need to develop?
- Who can help?



- Living in a world that is: Volatile; Uncertain; Complex and Ambiguous
- Things change: Politically, Economically, Socially, Technologically, Legally and Environmentally (and Pandemics!),
 - Impacts what we do, how we do it and where we do it
- There is a need to be a proactive player in managing your career

What do you control?



Activity

Identify the things about your career you can control

Consider what you can influence in your career



Why you need to know where you are heading for

“Rowing harder doesn't help if the boat is headed in the wrong direction”

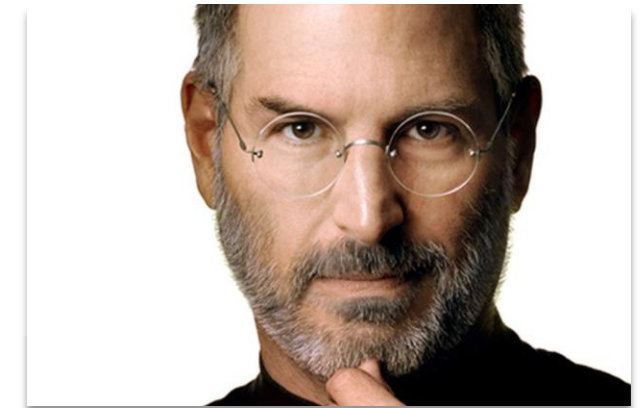
– *Kenichi Ohmae*



"The only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle. As with all matters of the heart, you'll know when you find it. And, like any great relationship, it just gets better and better as the years roll on. So keep looking until you find it. Don't settle. Your time is limited, so don't waste it living someone else's life. Don't be trapped by dogma - which is living with the results of other people's thinking. Don't let the noise of others' opinions drown out your own inner voice. And most important, have the courage to follow your heart and intuition. They somehow already know what you truly want to become. Everything else is secondary."

Steve Jobs, the late CEO of Apple Computers

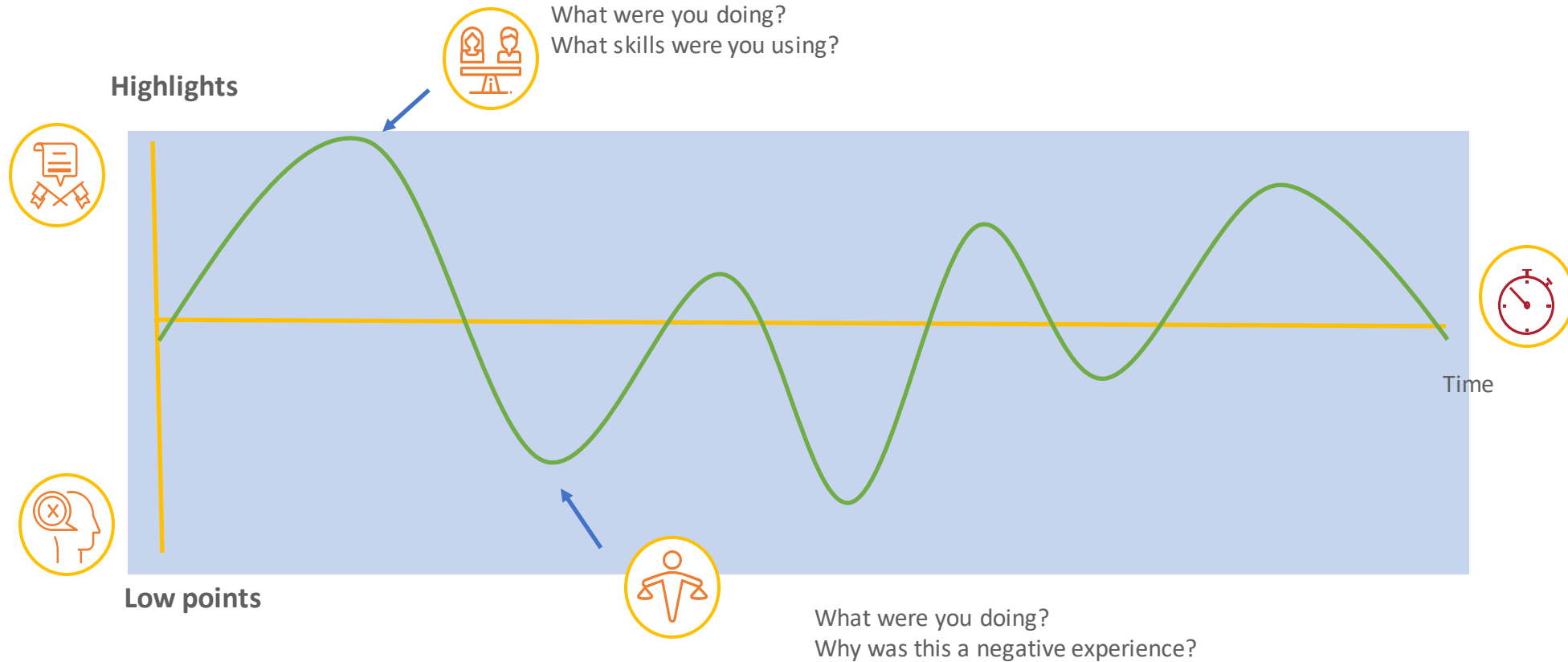
Apple Computer



The 3 things you need to know

1. Knowing why: Your personal and career values/engagers, what motivates you
2. Knowing how: What you like doing and are good at, skills and strengths/talents
3. Knowing whom: Your network and brand

Career reflections





Career Reflections 1

Considering your career so far both the highlights and less enjoyable times

- What made the good parts good?
- What were you doing?
- What were you learning?
- What skills and strengths were you using?
- What was the team like?
- How were you being lead and managed?

Draw a career line as on the previous slide or make a note

What is important to me at work?

What are the things that I need/want from my work ?

E.g. team working, autonomy, getting results, collaborating, being part of a higher purpose, being of service, financial success, job security



What is a strength?



“Underlying qualities that **energise us**, contribute to our **personal growth** and lead to **peak performance.**”

Brewerton and Brook, 2006



Motivation

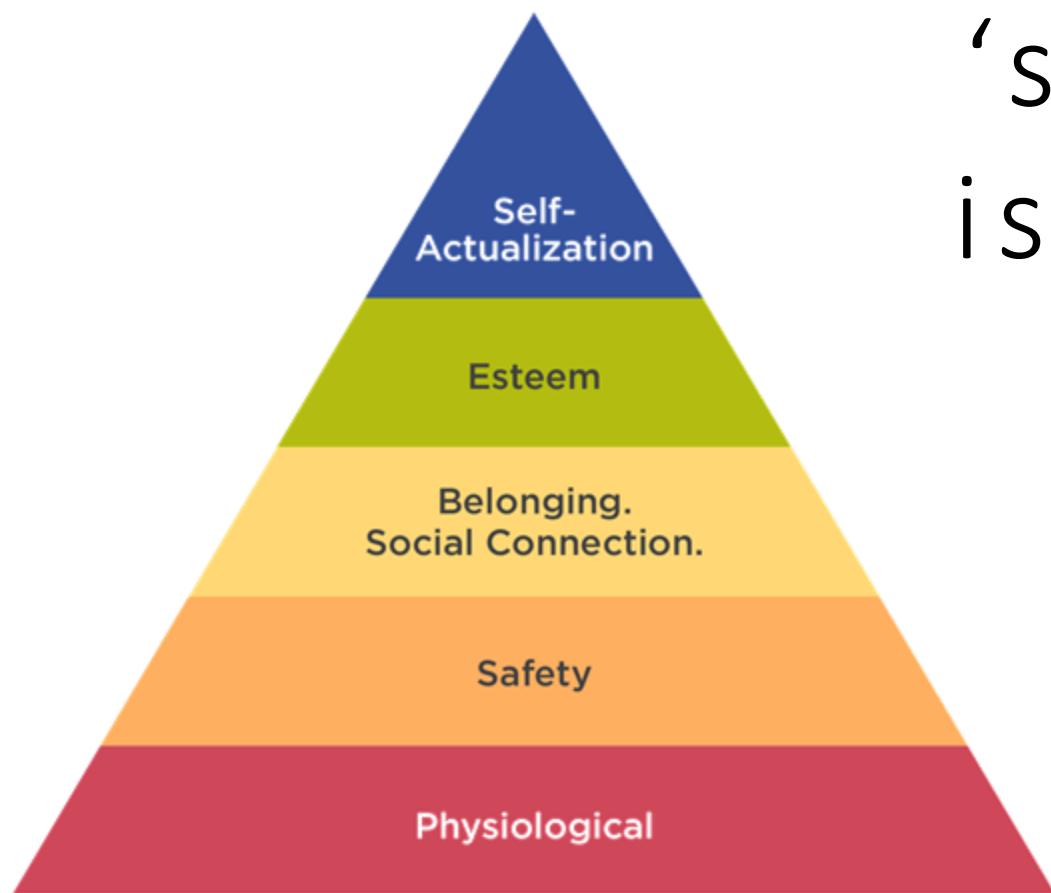
‘A reason or reasons for acting or behaving in a particular way’

‘Energy for committing to an action’

‘Desire or willingness to do something; enthusiasm.’

Maslow's Hierarchy of Needs

'self actualization
is the full use and
exploration of
talents and
potential'





Motivators VS Hygiene Factors

(Herzberg et al 1959)

Motivation Factors

- Advancement
- The work itself
- Possibility for growth
- Responsibility
- Recognition
- Achievement

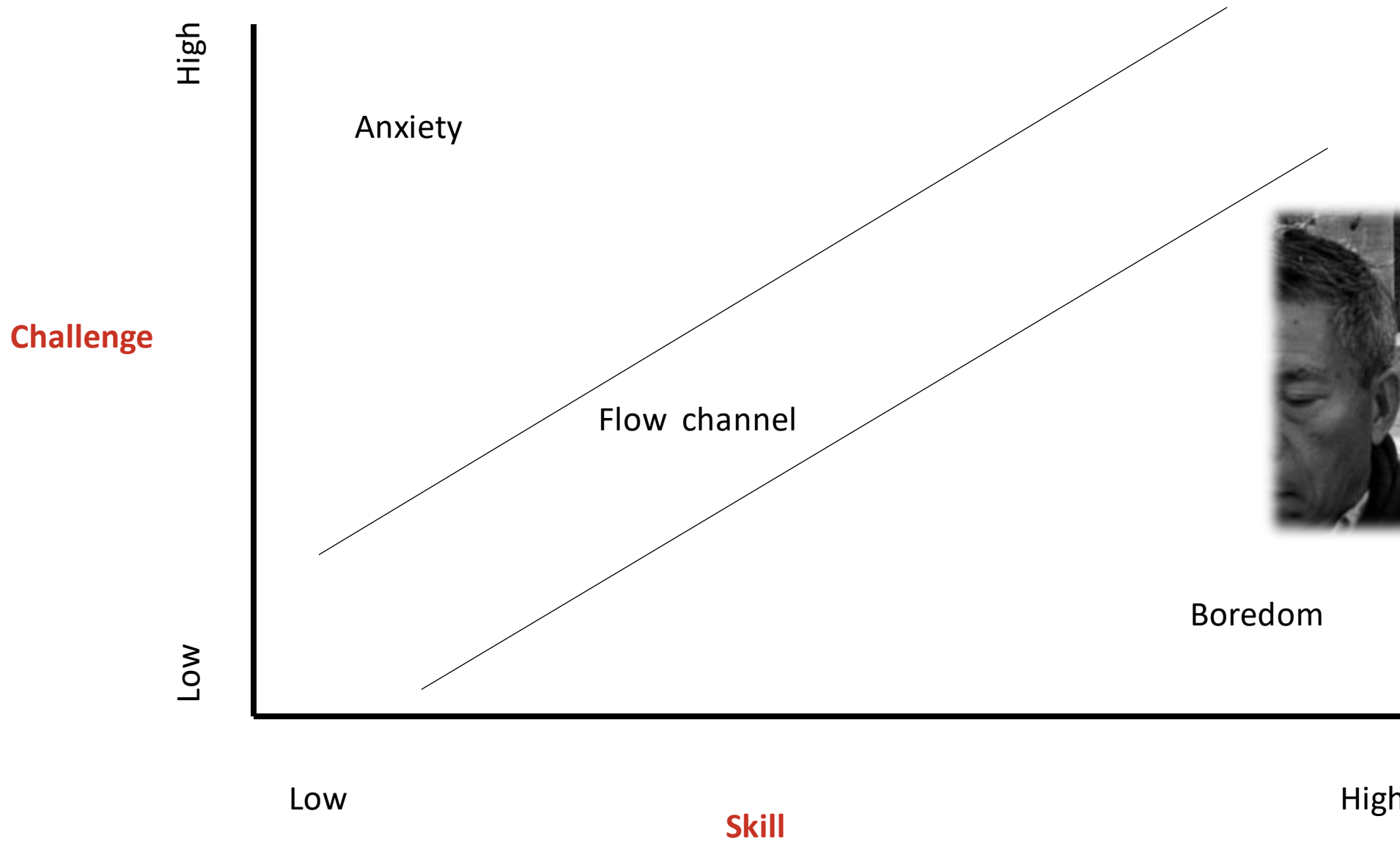
Hygiene Factors

- Interpersonal relations
- Salary
- Company policies and administration
- Supervision
- Working conditions

The Concept of 'Flow'

- **What is Csikszentmihalyi's flow theory?**
- In Csikszentmihalyi's words, flow is “a state in which people are so involved in an activity that nothing else seems to matter; the experience is so enjoyable that people will continue to do it even at great cost, for the sheer sake of doing it” (1990)

The state of 'flow'



Career Reflections 2

What are your key skills? E.g presenting, negotiating, accounting

What are your strengths? E.g. Attention to detail, efficiency, results focus, empathy, optimism, leading others

What type of work enables your 'flow'?

Make a note



What makes some people successful at managing their careers?

- Serena Williams
- Ed Sheeran
- Michelle Obama
- David Beckham
- Secretary-General António Guterres



Who do I need to know?

- Who are the people who can help?
- How can they help?
- How do you build this network of people?

Career Reflections 3

What can I control in my career and what can I influence?

What enables my success at work?

What else do I need to learn and develop to maintain success?

What can I do to influence and look after my brand?

How can I connect with people who can help?



What am I going to do differently?

- 1 learning point
- 1 action
- What is the first step and when will you make it?





Thank You!

For any further questions, reach out to us on:

E-mail: career.development@undp.org



Yammer: Career Development & Experience

Or visit our intranet page on:

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