

**Bozeman Health**

# Career Blueprint



## Managing Your Career



**Bozeman Health**

**Center for Education + Development**



## Managing Your Career

Review the corresponding modules for this topic on the Bozeman On Demand Career Portal prior to completing this section.

Career Management is...

- Taking ownership of your career track
- Looking at your career in its totality
- Adopting a career management approach that works best for you

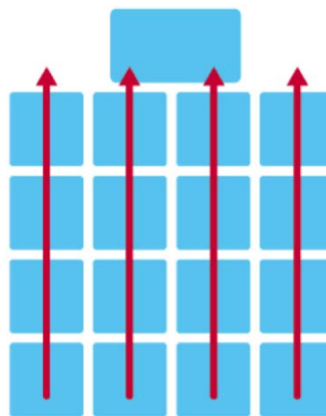
Take-away: Career Management Strategy



*What career management model are you choosing to adopt?*

**Career Ladder** \_\_\_\_\_ *why?*

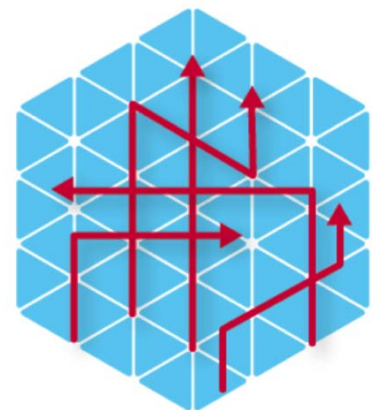
Ladder progression



Examples of linear career paths

**Career Lattice** \_\_\_\_\_ *why?*

Lattice pathways



Examples of more varied paths for growth and development



## Self-Assessment: where are you now?

The questions below are intended to increase your self-awareness. They target where you are now in your current role. Don't think too hard about your answers; respond based on what first comes to mind without over-thinking. Select the **best fit** for your current situation.

1. *To what degree do you feel you have been actively managing your career?*

Detail	Yes/No
I am consistently active in managing my career.	
I am sporadically active in managing my career. I think about it from time to time.	
I tend to just let things happen without being that involved in my career direction. I'm on auto-pilot.	

2. *To what degree do you have a career vision that is clear and comprehensive?*

Detail	Yes/No
My career vision is very clear and comprehensive.	
My career vision is somewhat clear and comprehensive.	
I don't currently have a career vision defined.	

3. *To what degree do you have goals defined to help you achieve career success?  
More than 1 option may apply.*

Detail	Yes/No
The goals I have defined are detailed and attainable.	
I have some goals defined.	
The goals I have defined are somewhat detailed.	
I don't currently have any career goals defined.	



4. *When you set your goals have you been able to achieve them?  
Why? Why not?*

I **have been** able to achieve them because.....

I **have NOT been** able to achieve them because.....

5. *What, if anything, has prevented you from achieving your goals? In other words – what might be holding you back?*

*Consider: self-limitations, time, knowledge, skills, outside factors, others*



6. *How would you rate your level of your career development? i.e. the effort and interest you put into developing your skills and competencies*

Detail	Yes/No
This is top most on my mind, I am consistently looking for opportunities to develop myself.	
From time to time I consider my career development.	
I rarely consider my career development.	

7. *To what level do you feel you are currently leveraging your skills and abilities?*

Detail	Yes/No
I am maximizing my skills and abilities.	
I am using my skills and abilities but not to their fullest.	
I am not at all utilizing my skills and abilities in the way I want.	

8. *Which parts of your job do you enjoy?*

9. *Which parts do you dislike?*



10. *What meaning does your work have?*

11. *To what degree do you have a personal brand identified?*

Detail	Yes/No
I have a strong and clear brand defined for myself.	
I sometimes pay attention to what my brand is.	
I don't currently have a personal brand defined.	

12. *How well do you feel connected with others in your organization?*

Detail	Yes/No
I am connected with others at ALL levels of the organization.	
I am connected with others at SOME levels of the organization.	
I am not at all connected with others; I tend to stay to myself.	