



CAREER VISION

Career Planning: Every Client Is Unique

At Career Vision, we are often asked to describe our typical client. That is a difficult question to answer because we provide services to clients who range in age from the high school to retirement years. Historically, the largest percentage of our client base came from the adult population over the age of 25. The needs of adults are complex and often require assessment, feedback and subsequent counseling/planning sessions. Our goal is to assist these individuals to create a mental picture of the types of situations that can help them capitalize on their aptitudes or natural strengths. The process is comprehensive and designed to encourage our clients to understand themselves and the workplace better so they can guide their career paths in the future.

We have seen an increase in the number of individuals who are PROACTIVE, take-charge individuals who have taken to heart the employer's message of the last decade, "You are responsible for your career planning." These are people who want to learn more about themselves so they can plan their career moves with an eye on success and satisfaction. These are hardworking, dedicated employees who have learned they need to set time aside to plan for themselves, and do so.

While we certainly see individuals who are not successful at their jobs, many of our clients fall into the category of dissatisfied workers. These are competent people who are currently employed, but are experiencing some type of stress or dissatisfaction on the job. These can be broadly broken down into the following categories:

The Mis-match: These individuals are clearly in the wrong job. They are usually required to perform tasks which tap into their weakest areas or aptitudes. A simple example would be a highly creative individual who spends his/her day doing paper-and-pencil, clerical functions. These types of clerical positions are often found in the entry-level range and an individual who works hard may find that they are advanced or moved into even more detailed positions. They operate on a blind hope that eventually they will land in the right spot or someone will recognize their under-used talents. While this can work out, it is a very shortsighted, random approach that usually leads to growing dissatisfaction, even if the salary increases.

The Multi-talented: These individuals thrive on learning new things and taking on new projects. While they are being challenged, their satisfaction level is high. Unfortunately, when their position becomes routine or does not draw on their multiple talents, they become frustrated and bored. These people often move successfully from job to job, without a plan to tie their newly acquired skills together. They can become the "Jack/Jill of all trades, but master/mistress of none."

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The Burnout: These individuals are dedicated and believe that hard work will gain the recognition they need to bring job satisfaction. In some cases, this will be true. However, more often, these individuals sacrifice all their time and energy for the organization and leave little to plan for themselves or their future moves. They often become angry and resentful. Many of these people remain undiscovered because they have no direction.

The Negotiators: This is a relatively new type of employee. They strongly value the quality of life. They are often quite talented and in areas which require a high level of performance. They are looking for more independence in the way they approach work. These individuals are looking for career options that can help take advantage of an increasingly flexible workplace.

How does the Career Vision process help these individuals? First the assessment, which includes aptitudes, interests, personality, values and skills, provides the client with objective feedback about themselves. But more importantly, these varied and complex factors are explained and labeled. Giving a name to feelings and categorizing the choices gives our clients a sense of control when making decisions. Because locating a perfect job is tough, most decisions will involve trade-offs. Once a person understands their profile, needs and values, the decision-making and planning processes are more manageable. They can be prepared to evaluate options in relation to short and long-range plans and take advantage of unexpected opportunities.

Career planning is complicated. Each person's situation and set of opportunities is unique. At Career Vision, we are proud of our process which encourages individual to make informed choices for their career development and lifelong learning.

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