



BUILDING A CAREER PLAN

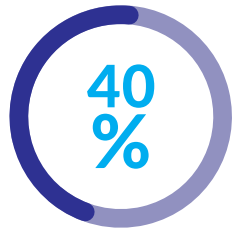


BUILDING YOUR CAREER PLAN

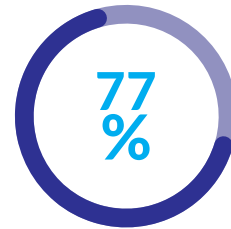
WHY?

If you fail to address talent development and career pathing, you risk an outdated skillset and the opportunity to live your purpose.

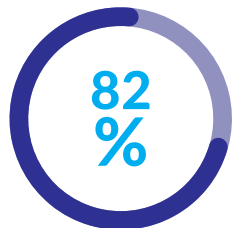




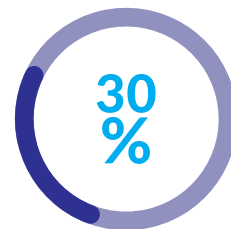
of employee turnover is due to a lack of career development.



of employees feel their company offers no career development assistance.



of employees would call it quits if their employer offered no career pathing.



of employees agree someone at work encourages their development.

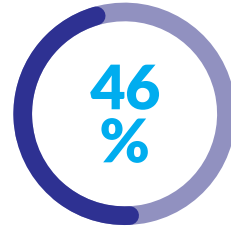


UPSKILLING RESKILLING

Upskilling helps in staying relevant, and engaged while increasing the likelihood of career progress, whether staying with an organization or making a move



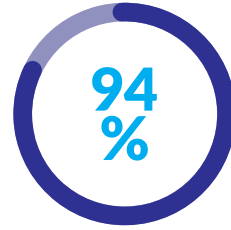
of employees believe their current skill set would be outdated in the next 3-5 years



of those in mentoring programs said their mentoring experience positively influenced their desire to stay at their company.



of employees will require upskilling to meet the changing demands of their jobs



of employees would stay longer if their company invested more in learning

MENTORING
SOLUTIONS



Leverage the knowledge and experience of your teams & networks with skills-based mentoring programs in areas such as Sales, Technology, IT, and Executive/Leadership.

BUILDING YOUR CAREER PLAN, PART II

WHY?

*Definition of a Worthy Goal

1. Does it light me up? Start with thrilling vs. obligation
2. How does it serve & contribute beyond me?
3. Is it daunting enough? The Next Best Version of Myself

*From "The Long Game" by Dorie Clark



HOW?

ASK FOR HELP – PROFESSIONAL CAREER COUNSELING

Professionals Offer A Range Of Assessments & Open Dialogue

- a. Core drivers, values & risks
- b. Favorite work experiences
- c. Gauge your relationships
- d. Your best way to learn

Learn Or Polish Skills

- a. Asking the right questions
- b. Negotiating for success

Gain Support

- a. Check your mindset
- b. Discuss strategies



Scientific insights, practical results

Core Drivers

Measures the six behavioral dispositions most predictive of wellbeing and performance.

Amplify strengths, minimize risks, drive performance and effectiveness.

USED FOR:

- Talent development & coaching
- Team building
- Leadership effectiveness
- Workforce planning

Core Values

Measures an individual's values, team motivators, and organizational culture.

Drive engagement, improve team cohesion, and build the right culture.

USED FOR:

- Employee engagement
- Team cohesion & collaboration.
- Culture assessment & change
- Strategic decision-making.



The Core Drivers Diagnostic

- The Core Drivers Diagnostic contains 60-item adjective pairs, each representing the low or high end of a behavioral disposition. Participants are asked to choose which adjective best describes them.
- Using science and machine-learning, adjectives pairs are matched for accuracy. Empirically demonstrated to predict behavioral patterns and increase performance.
- An individual's score on the Core Drivers Diagnostic is calculated by analysing and comparing their pattern of responses to a normative database of over 100,000 working adults. Fair and free of bias, to all people.



Candid

vs



Considerate



Flexible

vs



Disciplined



Reserved

vs



Outgoing



Laidback

vs



Driven



Pragmatic

vs



Curious



Passionate

vs



Stable

Golden Rules to remember...

1. There is no “better” or “worse” personality profile
2. A personality test does not measure your IQ or mental health
3. The data is normed against the adult working population – it's not a math test where high is good and low is bad
4. Personality is not prophecy – we are all capable of adjusting our styles to fit the situation (being self aware helps us be more adaptable)
5. Deeper Signals is not about being labeled...it's a way of developing deeper self-awareness into your natural style and fit



PROFESSIONAL DEVELOPMENT PLAN

1. Like a Business Plan, but for You
2. Identify your Purpose - The Destination
 - a. Try using a vision board!
3. Take inventory: SWOT, Assessment, Cert's, Degrees
4. Create Actionable Intentions with "By When's"
 - a. Write them down, declare them, be accountable
5. Identify Resources - Time, Money, Support
6. Accept it's a Process & Go with the Flow

- Tactics, Techniques & Tips
 - <https://www.youtube.com/c/SelfMadeMillennial>
 - <https://www.youtube.com/channel/UCrtPXCqjm9c7nqgJL-vBSZg>
 - <https://www.youtube.com/channel/UCXUyg1vYSupswhi0zNeD-5w>
 - <https://www.youtube.com/user/Linkedin>
 - <https://www.youtube.com/watch?v=itUrOfH1QD4>
- Define your Vision
 - <https://upyourcreativegenius.com/>



THANK YOU!

From the individual to the organization, Ridge Innovative is helping our clients achieve their career goals and business objectives, and lead with their best foot forward. It's innovation with a purpose.”



@nancy_ridge



nridge@ridgeinnovative.com



www.ridgeinnovative.com



Nancy Ridge

Founder and President