

Karina Marcar - Key Take-aways:

Takeaways from Karina's Story

- It is exhausting being someone or something you are not. You already have enough to do.
- Test what you can change in your environment and what you can't. Decide what you are going to do about it.
- The importance of reflection. Your values can develop and can mean different things to you over your life.
- Look for a sponsor aligned to your values, as distinct from a mentor. This person may be from any part of your career journey and you will be surprised where their influence leads.
- **You are never too late in your career to change, learn and grow.**

Reyna Matthews - Key Take-aways:

Driving career success often hinges on a combination of inspiration, motivation, and strategic planning. When participants engage in creating a career map and an action plan, they set the foundation for achieving their professional aspirations. Here are some expanded takeaways on this process:

- 1. Clarity of Vision:** Developing a career map helps individuals visualise their career trajectory. It encourages them to define long-term goals and the steps required to reach them. This clarity can significantly enhance focus and determination.
- 2. Personalised Action Plans:** An action plan breaks down larger career goals into manageable tasks. By setting specific, measurable, achievable, relevant, and time-bound (SMART) objectives, participants can create a roadmap that guides their daily actions and decisions.
- 3. Increased Accountability:** With a clearly defined action plan, individuals can hold themselves accountable for their progress. Regularly reviewing and updating their plans fosters a sense of responsibility and commitment to their career development.

- 4. Skill Identification and Development:** By assessing the skills needed for their desired career path, participants can identify gaps in their current skill set. This awareness allows them to seek opportunities for professional development, such as training, workshops, or mentorship.
- 5. Networking Opportunities:** As participants map out their career goals, they may recognise the importance of networking. Building relationships within their industry can provide valuable insights, support, and potential job opportunities.
- 6. Adaptability and Resilience:** The job market is dynamic, and career paths may change due to various factors. By regularly revisiting their career maps and action plans, individuals can adapt their strategies and remain resilient in the face of challenges.
- 7. Motivation through Milestones:** Setting milestones within the action plan can serve as motivational checkpoints. Celebrating these small victories can boost confidence and encourage continued effort toward larger goals.
- 8. Vision Board Creation:** Incorporating visual elements, like a vision board, alongside the career map can enhance motivation. Visual reminders of goals and aspirations can inspire participants to stay focused and energized.
- 9. Feedback and Reflection:** Engaging with mentors, peers, or career coaches to seek feedback on their plans can provide valuable perspectives. Reflecting on experiences and outcomes allows for continuous improvement and growth.
- 10. Empowerment through Ownership:** Ultimately, creating a career map and action plan empowers individuals to take charge of their career paths. This ownership fosters a proactive mindset, enabling them to seize opportunities and overcome obstacles.

By embracing these components, participants can transform their aspirations into actionable steps, driving their career success and realizing their full potential.