

Managing Your Career

People have different needs from their careers – power, money, self-esteem. In these contexts success has many connotations. The days of spending one's entire working life with one company (or having just one career) are fast disappearing. The development of your career is your own, not your company's responsibility. The key to success (whatever success means to you) is within yourself.

There is no doubt luck plays an important part in success. Hence the well-worn quotations: 'being in the right place at the right time'; 'it's not what you know, it's who you know'; 'the right opportunities have to present themselves'. To a greater extent than perhaps you realise, where your career is concerned, you are the main creator of your own luck. With a bit of assistance, support and guidance you can ensure that at least some of the time, you are in the right place at the right time. Making sure you get to know and get noticed by the right people is a big part of getting ahead. So is developing a sixth sense for the right opportunities and being prepared sometimes to take risks to grasp them.

Just as you are beginning to think that career maintenance is in itself a full-time occupation, consider how you can apply your management skills to make things happen for you. This is where a good Recruitment Consultant can help. Getting the best from a Recruiter is fundamental and it is never too early to start. Don't wait until you have a sick (or even lack-lustre) career. Prevention is better than cure. To maintain your career in good health you need to invest a little time. In the life of the average career – say thirty years – a few hours spent nurturing, maintaining and developing is like a grain of sand passing through an hour glass.

Career Maintenance

You need to be aware of the value of keeping your CV constantly up to date and of keeping an eye on the advertisement sections of the journals. You probably already understand the value of attending courses and seminars. As a healthcare professional you should already be a successful networker – part of your need to keep up to date with what is going on in the world around you.

For some reason which is probably quite logical, life's events (in career terms) seem to follow three to four year cycles. At around the three year mark therefore, whether or not you are thinking of moving on in your job you should undertake a career MOT. This means taking stock of where you have reached and what new skills and qualities you have gained over the past years. At this time you will probably be re-evaluating your needs, hopes and dreams. This is the time to:

RSA
The Melon Ground
Hatfield Park
Hatfield
Herts AL9 5NB

telephone
+44 (0)1707 259333

facsimile
+44 (0)1707 271366

email
enquiries@theRSAgroup.com

web
www.theRSAgroup.com



- sit down and update your 'wish list'
- rediscover your market value
- look over the fence and try to get a feel for how much, if at all, the grass is greener on the other side

Career maintenance is made easier with the support and help of a career development professional, and competent Recruitment Consultants are career development professionals too. They are busy finding people for jobs (some High Street recruitment businesses focus on finding jobs for people. If you send them your CV they will re-direct it to a whole range of companies. The advantages are obvious but these may or may not be the people you will look to for help with your career).

There are Recruitment Consultants to whom you can go for an informal chat about your career. You will find who they are by phoning around and asking to speak to them. Try to set up meetings with two or three. Each one will have a different approach to you. They will have different questions, and the personal interactions will be different – so that you will gain different insights from each of them.

Go along and talk freely about yourself. Recruitment consultants are interested in people. You will interest them and so will your hopes and aspirations. Be very open about what you need from them. Don't pretend you are applying for a specific job: that will not be necessary. They will let you know what is going on and alert you to opportunities they feel you should be interested in. Ask questions and listen, they should give good insight into organisations, their cultures and the people in them. These meetings could well open doors hitherto unknown to you. They may even help you open your eyes to a whole new career.

On the other hand by the end of your talk both you and the Recruiter may agree that for the time being at least the grass is not greener over the fence and you should stay with what you have.

The establishment of a relationship means that in the future it will be easier for the Recruiter to point you in the right direction. Keep the consultant you meet informed as you move around – especially if you change address! Every three or so years, try to meet up with the same Recruiter. You will be remembered and should a suitable job with the right company come up, you will be on their list to call.

RSA
The Melon Ground
Hatfield Park
Hatfield
Herts AL9 5NB

telephone
+44 (0)1707 259333

facsimile
+44 (0)1707 271366

email
enquiries@theRSAgroup.com

web
www.theRSAgroup.com



You may not realise it, but your career is your most precious possession. You have probably never had it properly valued. For example, say you are now 30 and earning £30,000 a year. By the time you are 60, even if your salary does not increase, your earnings will be worth almost £1 million. Seen in the context of your other valuable possessions, your career is undoubtedly worthy of the investment of time, care and maintenance. If this were a million pound company project, you would give it care and attention. Why not your own?

RSA
The Melon Ground
Hatfield Park
Hatfield
Herts AL9 5NB

telephone
+44 (0)1707 259333

facsimile
+44 (0)1707 271366

email
enquiries@theRSAgroup.com

web
www.theRSAgroup.com