Achieving Success with CAreer Crafting

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5 December, 2019
CAREER CRAFTING CONCEPT

ACHIEVING CAREER SUCCESS

MANAGING MULTIPLE SELVES
Career?

A “series of mistakes”?

An evolving piece of work?

A matrix of personal life, personal decisions, career desires and goals, personal opportunities and all intermeshing with economy...?

A trek, an undertaking on a difficult and not necessarily straightforward path?

An undulating journey of climbs, lateral moves, and planned (and unplanned) descents?
<table>
<thead>
<tr>
<th>Career Clarity</th>
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<tbody>
<tr>
<td>Not clear</td>
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<tr>
<td>Somewhat clear</td>
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<tr>
<td>Clear</td>
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<tr>
<td>Crystal Clear</td>
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Career pathways

Career break (opt out, sequencing, off-ramping)

Initial goals → Subsequent goals → Future goals

Navigational change
Career and Gender

- Greater focus on career (14 males and 4 females)
- Flexible focus on career and family (4 males and 13 females)
- Greater focus on family (1 female)
Career Crafting Triad

Cognitive crafting
Self-awareness, prioritizing, conceptualising and reframing goals

Task crafting
Selecting, altering, managing personal and professional tasks for desired outcomes

Relational crafting
Selecting, altering, nurturing personal and professional relationships

Individual

CC

RC

TC
Career crafting matrix
Cognitive, Relational and Task Crafting

“Practical experience does not count, you have to prove yourself scholastically or academically. I have ambitions of making a partner here, so I need to be qualified.” (Nathan)

“He [husband] is learning; every now and then he reverts back to the traditional roles, but I’ve got him fairly well trained.” (Sue)

“I read as many things as I can, I go on training courses.” (Cheryl)
“Those meetings that I went to with my parents were always about tax. So mum and dad used to sit down and explain things in the financial statements to me.” (Cheryl)

“I was back to work in six weeks. My husband is not in paid work, so he’s brought him [their son] up.” (Virginia)
Organisation (School/university and workplace)

“It’d have been the careers guy at school I think, he had this information about the part time studies and the pay of the fees.” (James)

“It’s definitely a nice change having a female here that’s higher up, because the whole management structure was all male dominated.” (Alice)
“At that time in the 70s when I got married, everyone [woman] was going to… stay at home and have children”. (Mary)

“There is also the balance, the lifestyle as well, and that is something New Zealand can offer, that a lot of the other countries can’t.” (Philip)
Characteristics of crafters

- Proactive, energetic, driven, persistent, assertive, courageous
- Self-efficacy - faith in capabilities
- Open-minded, willingness to adapt to changed situations or invent a new pathway
Practical experience does not count, you have to prove yourself scholastically or academically. I have ambitions of making a partner here, so I need to be qualified.

So my son, 12 going on 13, he was my primary reason for selling [the accounting practice] to make sure I would be available for him.

My husband cooks, he cooks during the week, and then I take over at the weekend. And then like the laundry, I do the laundry in the morning; my husband brings it in and folds it.

No children, but a dog. My husband would like to have children, but at the moment I am focussed on my career, so I have no plans for having children in near future.

My personal life has been very much non-existent. It’s only been work, family...
Mandy:

“The role came up to me to manage tax nationally, and I just went no, that’s not the right time. I’ve two younger children, and I am not going to go for that role.”

“So that freedom and me feeling truly comfortable that I can come and go when I want to, that freedom is massive.”

“My husband and I both juggle to maintain our careers while fulfilling family responsibilities.”

“I get up at 5 in the morning, at 5.30 I am on the rowing machine for an hour, or I go for a run for an hour and a half. That’s my time to do what I want to do.”

“By the second year I really ramped it up and then decided that I would specialise in accounting and do tax.”
“I started my family, and then I did actually resign…”

“I wouldn’t like to be here, I would like to be in the corporate world I guess, or the University is a pretty good employer as well, but somewhere else, not in a CA firm”.

“I have found my life up until this point has been all absorbed with either the children or work. And I am aware that some of those things [hobbies] I have neglected, because I have not felt I had the time to do it.”

“Sometimes these new things come up and you go- oh, my god, it makes my head hurt, how am I going to…I think the whole change thing is just continually evolving here.”

“Not really, I haven’t thought of moving. My husband is in a quite a good job here. If he left his job, he would probably find it difficult to transfer his skills somewhere else.”
Carol

Professional

Educational

Personal

Spousal

Parental

Low

Med

High
Career Crafting Principles

• Agential role of individuals, but a collaborative process in the development of possible selves
• Understand tangible and intangible costs/benefits of personal and professional decisions
• Build relationships with key people, seek advice of experts and mentors
• Time management, awareness of work and home demands and find solutions to fulfil them adequately
Thank you