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For maximum career success and fulfillment, we need to be able to identify and pursue work assignments that provide:

- **Contribution** (impact)
- **Meaning** (legacy)
- **Fit** (alignment of work with core values and other life priorities)

So the WHY/WHY/WHERE/HOW/SO THAT of our career direction represent the core choices in a strategic career action plan....

And given the fluidity of the world and life, a narrow focus on a single manifestation of career success and fulfillment could restrict our ability to recognize and pursue compelling variations on our essential career themes....This is why we don't identify THE DREAM JOB and call that a strategic career plan.

Please use the following template to articulate the parameters of your strategic career plan. Use whatever additional space you need...but remember: we want to confront, and not avoid some hard choices.... more words/more explanations/longer lists sometimes work against achieving the clarity and focus required to work both effectively and 'on purpose'.

**NAME:**

**DATE:**

## STRATEGIC CAREER ACTION PLAN

		<b>MORE THIS ...</b>	<b>LESS THIS ...</b>
<b>What</b>	<p>The kinds of contributions that I want to make in my next career assignment: (ie, the kinds of business problems that I most want to help solve)</p> <p>2-3 role assignments that would be ideal for me:</p>		
<b>Why</b>	<p>The impact I want to be successful at driving is:</p> <p>A longer-term legacy (professional signature) I am committed to creating is:</p> <p>Related contributions of which I am recently most proud include:</p>		
<b>Where</b>	<p>I am interested in working within these kinds of work environments or contexts:</p> <p>The following context factors are least negotiable for me:</p>		

<b>How</b>	The strengths I most want to apply include:		
<b>So That</b>	<p>A successful experience in my next career assignment would allow these kinds of professional accomplishments:</p> <p>A successful experience in my next career assignment would fulfill me in these ways (eg, help me to learn/master/experience/contribute):</p> <p>A disappointing assignment would involve:</p>		

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## **Inputs to A Strategic Career Action Plan**

NOTE: We need concise, concrete, compelling input for EACH of these career elements to write an effective strategic career action plan. We need input on both WANTS (ie, 'more this) and DON'T WANTS (ie, 'less this') to detail the parameters of your professional choices so that you can better choose/create what you want and describe it clearly to relevant others. The "UNSURE ABOUT" category need only include 'living' questions, ie, possibilities that you have actively pondered and need more data to answer. Career assessment exercises will be designed for any/all elements to which you need more insight, vocabulary, or clarity.

<b>Career Elements</b>	<b>MORE THIS...</b>	<b>LESS THIS ...</b>	<b>UNSURE ABOUT...</b>
<b>CONTENT:</b> preferred industries or functional areas; preferred business problems or opportunities			
<b>ROLE:</b> the structure of the assignment, ie: managing people, consultant; expert; project manager			
<b>CONTEXT:</b> elements of the industry, environment or organization, eg, related to: location, colleagues, size, culture, business situation, etc			
<b>APPROACH:</b> style preferences, ie: fact-based; collaborative; team led; autonomous; innovative; consultative			
<b>LEGACY:</b> the signature that I most want to leave after each assignment; my personal accountability; what I most want to be known for			
<b>GIFTS:</b> proven skills and abilities that I most want to apply (ie, skills that I am most motivated to continue leveraging at work)			

<b>PASSIONS:</b> the causes that are most compelling and meaningful for me to help address/solve			
<b>LEARNING:</b> where I most want to gain mastery or ensure improvement			
<b>CHALLENGE:</b> what defines a challenge for me: ie, to figure something out; to implement something flawlessly; to do something faster or cheaper			
<b>REWARD and RECOGNITION:</b> what is most important to me to receive for compensation and acknowledgement for a job well done			
<b>WORK/LIFE BALANCE:</b> the most important considerations for me regarding work/life balance			
<b>OPERATING PRINCIPLES:</b> the rules or values that are most important for me to honor and see honored at work			
<b>CUSTOMER/CLIENT GROUPS:</b> the people I am best suited to design/provide services or products for			
<b>BOSS:</b> most important considerations related to my relationship with management			
<b>OTHER:</b> additional considerations that should be figured into my career planning			

