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## Career Success Equity Program

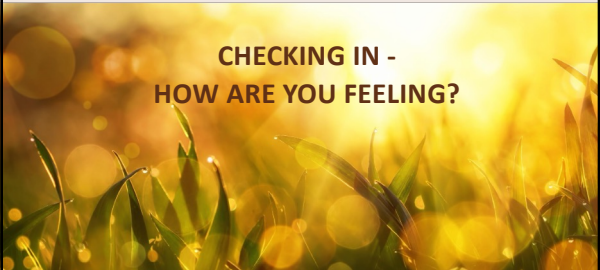
Session #2  
**Owning My Professional Worth & Vision**



11/12/24

*July Sheen-Horne*  
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## CHECKING IN - HOW ARE YOU FEELING?

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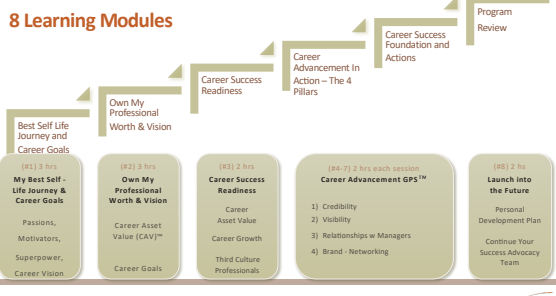
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## Career Success Equity Program

### 8 Learning Modules



The flowchart shows the progression of the 8 Learning Modules:

- Module 1: My Best Self - Life Journey & Career Goals** (01/12/24)
  - Passions, Motivators, Superpower, Career Vision
- Module 2: Own My Professional Worth & Vision** (02/12/24)
  - Career Asset Value (CAV)™
  - Career Goals
- Module 3: Career Success Readiness** (03/12/24)
  - Career Asset Value
  - Career Growth
  - Third Culture Professionals
- Module 4: Career Advancement GPS™** (04/12/24)
  - 1) Credibility
  - 2) Visibility
  - 3) Relationships w/ Managers
  - 4) Brand - Networking
- Module 5: Launch into the Future** (05/12/24)
  - Personal Development Plan
  - Continue Your Success Advocacy Team
- Module 6: Career Success Foundation and Actions** (06/12/24)
- Module 7: Career Advancement In Action - The 4 Pillars** (07/12/24)
- Module 8: Program Review** (08/12/24)

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## Session #1

## Recap & Reflections

A Critical Core of the Program

### MY BEST SELF: My Passion, Motivators & Career Vision

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## Take Charge of Your Career Growth



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## Our Careers

Strong Roots

Strong Careers

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## We Each Have a Rooted, Core "Calling"

### DEEP INTEREST STRUCTURE

- Each of us has a *unique pattern of interests*, a "potential self" that seeks expression.
- *Deep structure interests* are one of the most basic features of an individual's personality. They are *deeply rooted and enduring*, and they naturally push us to find an avenue for their *expression*, just as an underground pool of geothermally heated water pushes its way to the surface
- ...work that is *not grounded* in an individual's unique pattern of deep structure interests will *not sustain a career over a lifetime*

~ Tim Butler, [Getting Unstuck](#)

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## Your Motivation & Interests

Motivation Interests

Key to Your Career Growth & Satisfaction

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## Reframe Your Life Journey Challenges as Your SuperPower

YOUR SUPERPOWER

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## Passion & Purpose Strengthen Career Satisfaction

Passion

Purpose

Paths

Power

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## Session #1 Reflection

### Accountability Partners Meeting Manager Check-in Meeting

- How was the Accountability Partner Meeting most helpful?
- What was your takeaway from your Manager Meeting?
- What questions / perspectives are showing up?

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Today's Focus

## Owning Your Career Asset Value & Professional Worth

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## Build Your Best Self Career

### Roadmap for Career & Leadership Success

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## Your Inspired Career Vision

From Session #1

What do you **WANT** to do in terms of your:

- Roles
- Positions
- Impact

**WHY** does this leverage your:

- Passions & Interests
- Core Motivators
- Superpower

Workbook p. 3

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## State Value Add

2.2 How well could you state in one sentence how you're a value-add to the key goals of your organization?

10 responses

Responses	Percentage
1	0%
2	0%
3	20%
4	50%
5	30%

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## Your Career Asset Value

### Recognize Your Unique Professional Worth

Communicate to Key Stakeholders:

**Where You ADD VALUE** to what **MATTERS** to the **Organization**

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## Your Strengths versus Your Assets

- Differentiating between your strengths and your assets helps you understand your **true and total contribution** to the organization
- Your Career Asset Value build your credibility and worth with employer and market

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## Reposition Yourself as an Asset at Work

Finance Director

Skills / Experience

- Group financial reporting
- Program management budget

Career Asset

- Plan and strategize to meet financial goals
- Delivery and cost management for top revenue builders

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## Update Your Skills, Strengths & Contributions

Pre-work "Career Asset Inventory" & "SWAL"  
Workbook p. 4 "My Strengths vs My Assets"

- Choose 3 Priority **skills** you use in your current position (from Inventory pre-work)
- Identify your key **strengths** in your current position (from SWAL pre-work)
- In Workbook p. 4 "My Strengths vs My Assets"
  - List the 3 skills & strengths you chose
  - Translate those skills into **assets** – how you contribute to Bentley University (see SWAL analysis pre-work)

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## Breakout

**Each Group:**  
1 person: Storyteller  
1 person: Listener

**Each Storytelling Round**  
**Storyteller** - Discuss your Strengths & Assets Exercise: Workbook p. 4 (3 min)

- Describe how you are an ASSET to your organization (share: how your *skills* and *strengths* create this Asset)

**Listener** (4 min)

- Pinpoint key words/themes that highlight your partner's Assets (value add to organization). Help clarify strengths versus assets
- How can your partner recognize & own their value-creating Asset more?

**Storyteller** – record key takeaways / aha's

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## Your Curated Career Asset Value

Refine in Workbook p. 5

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## Pinpoint How Your Career Asset Value

Benefits Your Group, Organization & Key Stakeholders

Workbook p. 6

How My Assets Create Value for My Organization

Identify Stakeholders who Benefit

How does your Asset & Contribution help each Stakeholder

Start Developing Your Communications Points

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## Reflection

- What is the **most significant shift** for you, seeing yourself as an **asset creating value for Bentley**?
- What can you do to build your **perceived** Career Asset Value with your **key stakeholder**?

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## What is Your Market Value?

Do After Today's Session

External Equivalent Position   Pay Range   How I Compare

Potential Future Position Titles   Potential Future Positions   How Many Years From Now?

Take time to research  
Workbook p. 7

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## OWN Your Professional "Best Self"

Workbook p. 8 "My Best Self At-Work Identity Statements"

- Fill out the Identity Statements
- Build Your Best Self Affirmations
- Your Mindset Forms the Foundation for Your Career Path Trajectory

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## Reflecting on Today

- What are new realizations / learnings?
- What uncertainties/discomfort emerged?
- What 1 thing excites/galvanizes you?

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## Next Steps

- What do I want to work on or consider?
- What will I talk about with my manager?
  - What help/support do I seek?
- How can my Accountability Partners help me?
  - Where do I need help most?

Workbook p. 9

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## What's Next

Schedule Follow Up

- Monthly Accountability Groups
  - Complete by December 3rd
- Monthly Manager Conversations
  - Complete by December 3rd

Session #3 – Career Success Readiness

- December 10, 2024

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