

# CAREER SUCCESS EQUITY PROGRAM

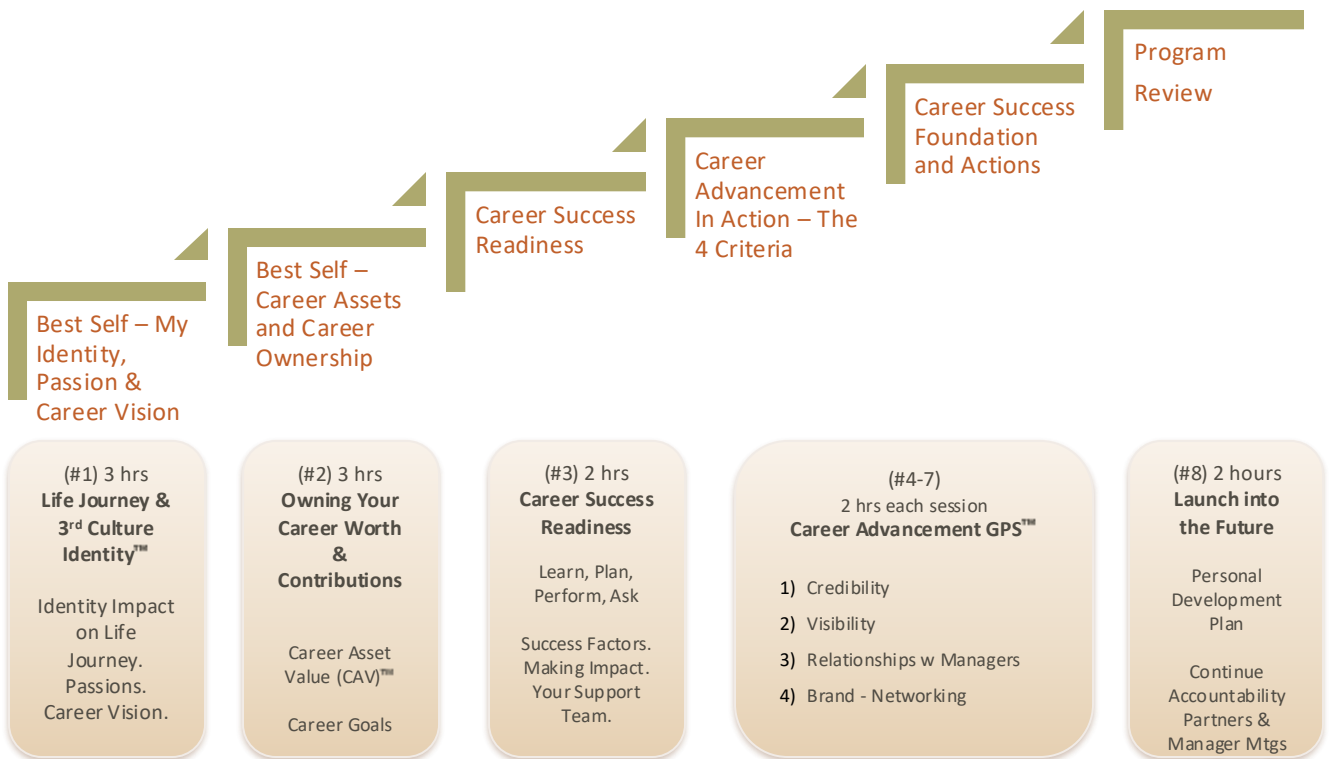


## Participant Session #2 Workbook

November 12, 2024

# Career Success Equity Program

## 8 Learning Modules



# Career and Leadership Growth

## BUILDING YOUR BEST SELF CAREER

### KEY BUILDING BLOCKS

MOTIVATION

PASSION /  
INTEREST

**YOUR  
SUPERPOWER**

Curate  
CAREER ASSET VALUE

Strategize  
CAREER GROWTH

Act  
CAREER ADVANCEMENT  
GUIDEPOSTS

Long Term  
Career Vision



Unique Challenges as  
Third Culture Professionals

# My Career Vision

## Review from Session #1



### **WHAT do I WANT to do?**

*(role, position, impact – in the next 3–10-year period)*

### **WHY do I want to do this?**

*(motivation, passion, interest)*

## Differentiating My Strengths (Skills, Performance) Versus My Assets (Value Add Contribution)

<b>MY STRENGTHS</b> (Career Asset Inventory – Pre-work)	<b>MY ASSETS</b> (SWAL and Career Asset Inventory – Pre-work)

## My Curated Career Asset Value

<b>MY SKILLS &amp; DELIVERABLES</b> (What I do and deliver)	<b>MY ASSET VALUE</b> (How my skills and deliverables add value to the organization, in a way that matters to them)

## My Career Asset Benefit to the Organization and Key Stakeholders

How My ASSET Creates Value Add for the <u>Organization</u>	Internal / External <u>Stakeholders</u> Who Benefit	How My Value Helps This <u>Stakeholder</u>

## Market Asset Assessment

<b>External Equivalent Position</b> (How my asset is translated into specific positions in the market)	<b>Pay Range</b>	<b>How I Compare</b>

<b>Potential Future Position Titles</b> (Direct)	<b>Potential Future Positions</b> (Shift / Related)	<b>How many years from now?</b>



## Best Self Identity Statements

### *AT MY BEST AT WORK...*

- ...I am motivated, passionate and inspired by my work because I do
- ...I experience my authentic Best Self at work because I am
- ...I create value for my organization by
- ...A work community that reflects my important values is...
- ...A community where I feel belonging with the people I work with has the following attributes:

## My Next Steps

WHAT I WANT TO WORK ON / CONSIDER

WHAT I WILL TALK ABOUT WITH MY MANAGER / WHAT HELP & SUPPORT DO I SEEK?

HOW CAN MY ACCOUNTABILITY PARTNER HELP ME? WHERE DO I NEED HELP?

## Notes