


Dreambridge  
Partners

## Career Success Equity Program

Session #3  
Career Success Readiness

 BENTLEY UNIVERSITY

December 10, 2024

*July Sheen-Flower*

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## CHECKING IN - HOW ARE YOU FEELING?

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## Build Your Best Self Career

### Roadmap for Career & Leadership Success



**YOUR SUPERPOWER**

**BUILDING BLOCKS**





Long Term Career Vision

Unique Challenges as Third Culture Professionals

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## What Personal Shifts Have You Experienced Since Starting this Program?

**Best Self – Life Journey & Career Goals**

(#1) 3 hrs

My Best Self - Life Journey & Career Goals

Passions  
Motivators  
Superpower  
Career Vision

**Own My Professional Worth & Career Vision**

(#2) 3 hrs

Own My Professional Worth & Career Vision

Career Asset Value  
Career Growth  
Third Culture Professionals

**Career Success Readiness**

(#3) 2 hrs

Career Success Readiness

Develop a Career Success Mindset & Strategy

**Career Advancement GPS – Taking Action**

(#4-7) 2 hrs each

Career Advancement GPS™

- 1) Credibility
- 2) Visibility
- 3) Relationships w Managers
- 4) Brand - Networking

**Launch Into The Future**

(#8) 2 hrs

Launch Into the Future

Personal Development Plan  
Continue Your Success Advocacy Team

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## Today's Session Focuses on Your Mindset And Strategic Plans for Career Growth

**Best Self – Life Journey & Career Goals**

(#1) 3 hrs

My Best Self - Life Journey & Career Goals

Passions  
Motivators  
Superpower  
Career Vision

**Own My Professional Worth & Career Vision**

(#2) 3 hrs

Own My Professional Worth & Career Vision

Career Asset Value  
Career Growth  
Third Culture Professionals

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## Session #2: LAST SESSION

## Own My Professional Worth & Vision

## Review

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### Own Your Worth & Unique Contribution

- Know Your Career Asset Value
- Know HOW You are Contributing
- Know Your Worth in the Market
- Be in the Driver's Seat of Your Career



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### Check-in on Monthly Activities

ACCOUNTABILITY  
PARTNERS  
MEETING

MANAGER  
CONVERSATION  
MEETING

- How have they helped?
- What are you learning from each other?

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TODAY'S FOCUS

### Career Advancement Readiness

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### Career Advancement Readiness

#### 3 Key Questions

1. How well does my current job align with My Best Self Career Vision?
2. What career pivots are necessary to achieve my Career Vision?
3. What are short term actions to grow/advance from my current position?

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A CRITICAL FOUNDATION TO CAREER ADVANCEMENT READINESS

### Career Success Mindset

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### Taking Charge of Our Career Growth May Be New to Some Professionals of Color

#### Career-Limiting Mindset

- Our heritage cultures may expect us to "wait to be given an opportunity" rather than "ask for a job opportunity"
- Societal bias/exclusion may make us feel like we're "aggressive" when we're simply "career motivated"
- We believe we advance our careers based solely on meritocracy: effort, grit, and performance

Which of these resonate with you?

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### A Mindset of Self-Advocacy for Your Career Advancement & Success

Which of these mindsets do you want to grow?  
Which is most important?

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### Career Fit & Career Success

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### How Well Does My Current Job Align with My Best Self Career Vision?

Prework p. 3

- Rate Your Alignment
- Why did you give your rating?
- Are you mostly aligned & want to grow?
- Are you somewhat aligned and need a slight change?
- Are you looking to make a major change?

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### What Career Pivots Are Necessary to Achieve My Best Self Career Vision?

#### Various Career Trajectories

**High Fit: Grow in One Function** (e.g. Product)

**Low Fit: Grow in Other Functions** (e.g. Product to Investments)

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### Breakout Discussion

- You will consider 2 Options:
  1. Your Job is Well Aligned to Your Career Vision
  2. Your Job is Not Aligned to Your Career Vision
- Discuss with Your Partner
  - Your Degree of Alignment
  - If you need to 1) Pivot to Another Career Path or 2) Deepen Your Current Path
  - When you look at your pre-work, what is a **vital element** that would allow you to achieve your career vision?

Prework: Question #2, page 4

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### Debrief

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## What are Short-Term Actions to Grow/Advance from My Current Position?

### Be A Subject Matter Expert

*A SME Role*  
*Anchors your Career Asset Value™*  
*when you are a "Go to Person" who is Needed (hard to replace) in the organization*

*Find an area within your department/function in which you can build expertise, deep knowledge*

**Be a "Strategizer" not just a "Do-er"**

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## Work Backwards from Your Career Vision Job to Your Current Job

Identify Sequential Roles through Research and Networking

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## Your Gap Analysis - Define What You Need to Grow to Get the Next Job

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## Career Success Strategy in Action: Case Study

### Program Manager → Program Director

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## Identify Your Advocates

(Your Coaches, Mentors and Sponsors Who Can Support & Teach You)

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## Proactive Career Pathing

### What are the Short Term Strategies

(next 6 months - 1 year)

### to achieve your Career Vision?

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### Your Action Plan

- 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?

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### Reflective Takeaways

*The goal is to build the habit of reflection, helping you track your progress and recognize how your perspective evolves.*

Please take 5 minutes to share your responses to the following questions using the Google form link in the chat:

- What is one key takeaway from today's session that you want to remember?
- What is one thing you still have questions about or want to think more about?

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### Before the Next Session

Accountability Meetings

By 1/7/2025

Manager-Participant Coaching Meetings

By 1/7/2025

Respond to Survey

By 1/7/2025

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### Session #4:

### Career Advancement GPS:

### Credibility

January 14, 2025

*Judy Shein-Perlman*

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### Your Current Situation

#### How Does my Job Fit to My "Best Self Career" Vision?

Pre-Work p. 2

Low

Medium

High

What current work is not aligned?

What current work aligns?

What additional projects would further align to my Best Self Career Vision?

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