



SAMPLE Career Development Plan

Step 1: Background Information

Use this section to capture your status in your current role and your future career goals. This will form the foundation for setting your development goals.

Name: Jane Doe	Current Position: Supervisor	Date started: October 2005
Performance Summary (refer to your Performance Management forms and summarize)		
<p>Include ratings, summary of actual results compared to targets, and summary of leadership competencies (if applicable).</p> <p>I have met and in some cases exceeded all targets that were identified in my performance appraisal last year. As I am a member of the bargaining unit I have not been formally assessed with the leadership competencies, however I have identified a couple of competencies that I would like to work on during this period and have discussed them with my supervisor (they are included in this form.)</p>		
Career Goals:		
<p>Review your career interests and abilities to determine short and long term career goals.</p> <p>I have just successfully competed for my current role so my short term goal is to get as much leadership experience in this role as possible to enable me to move to the next level. I believe I would eventually like to move into the role of District Manager.</p>		
Areas of Strength (Knowledge, skills, and competencies)		Areas for Development
<p>Relationship building – especially with clients and with fellow team members.</p> <p>Very organized with great attention to detail.</p> <p>Able to quickly assess difficult situations and find good solutions.</p>		<p>I would like to work on building my confidence – especially when trying to influence team members who now report to me (and who were former colleagues). I also would like to build my confidence when presenting to senior managers.</p> <p>I would also like to develop my skills in developing people. I don't feel I know how to be a "coach" to my employees.</p> <p>I have had the opportunity to lead some small projects and would like more formal knowledge and experience in project management.</p>

Career Development Paper Sample

Valentine Korah



Career Development Paper Sample:

Resources in Education ,1990 **Resources in Vocational Education** ,1980 *Advancing Women's Careers* ,2005

This collection examines the various challenges women face in advancing their careers In the mid 1980s the phrase glass ceiling was coined and has since become an established part of our vocabulary The glass ceiling refers to an invisible but impermeable barrier that limits the career advancement of women *Theories of Career Development* Samuel H. Osipow,1983 Considered to be a classic in the field The most comprehensive survey and evaluation of the major theories dealing with how an individual s career develops **Practical Approaches to Women's Career Development** Cary L. Cooper,1983 *The Career Advancement Portfolio* Beverly J. Irby,Genevieve Brown,2000-07-18 Frequently people who want to advance in their careers or to change careers need assistance To meet this need the authors of The Principal Portfolio have expanded one of its chapters into The Career Advancement Portfolio a powerful marketing tool for the educator seeking better job opportunities If you are about to begin a job search perhaps you are not looking forward to developing a portfolio Perhaps it appears to be an overwhelming task and if you are not certain of just how to go about it trying to create a portfolio can be a frustrating and intimidating experience The Career Advancement Portfolio is designed to make developing your portfolio manageable and rewarding The step by step process outlined in the book will enable you to create in a sequential and stress free manner a Career Advancement Portfolio which highlights your abilities and accomplishments and enhances your professional image **Career Development** Kitty Smith,1990 *The Career Development Bulletin* ,1979

The Career Development Quarterly ,2006 An Introductory Guide to EC Competition Law and Practice Valentine Korah,1994 **Best Papers Proceedings ... Annual Meeting of the Academy of Management** Academy of Management,1987 **Resources in Vocational Education** ,1980 Resources in Education ,1996 CEW Research Report ,1976 *Human Resource Planning* ,1986 Journal of Career Planning & Employment ,1998 **Developmental Career Counseling and Assessment** Linda Seligman,1994-07-27 I found a lot to learn from reading the book After an excellent overview chapter that introduces the main theories of career development and outlines many of the factors that affect career development chapters 2 and 3 focus on the use of assessment in career counseling Chapter 2 in particular provides numerous insights into the contribution psychological tests make to career counseling but not without making it clear that testing has its limitations It is probably the best short introductory chapter on psychological testing that I have read In particular it offers very useful guidelines as to what best practicing in testing involves The book must have been thoroughly revised since the great majority of the references mentioned in the text post date that edition Jennifer M Kidd in *British Journal of Guidance and Counselling* Providing a comprehensive approach to career counseling this volume integrates the career counseling process into the life span ranging from early childhood through older adulthood For each stage the author explores emotional physical and mental development factors The author also provides suggestions techniques and

case studies for counseling clients at each of these stages Two chapters cover the uses and types of various assessment instruments a critique of the instruments applicability to the counseling process is also included Using a life span framework the author also discusses years of identification and differentiation years of growth and searching years of realism and separation years of compromise and commitment to a lifestyle and more The book closes with a case analysis suitable for class work in career development or related course Career counselors guidance counselors and those interested in counseling psychology educational psychology and the human services will find *Developmental Career Counseling and Assessment* to be an invaluable guide to the field About the first edition Career counselors will appreciate the thoroughness of the book and also the up to date research information which focuses on minorities and women s issues The text directed mainly towards the professional would be an excellent resource for any career library Career Planning Adult Development Newsletter Linda Seligman has written an exceptional book which provides a comprehensive overview of the career counseling process from a developmental perspective Her treatment of assessment in the counseling process adds significantly to the literature of the field It is cogently written and balanced and contains a wealth of information Recognizing that whole books have been written on material Seligman covers in a chapter she makes each sequence count If I were to recommend one book on career counseling for both the beginning as well as the more seasoned professional this would be it Career Media [Personnel Management](#) ,1984 **Career Education** Educational Resources Information Center (U.S.),1973 **A Sourcebook for Mental Health Measures, Incorporating the Final Report on "A Taxonomy of Data-collecting Devices"** Andrew Laurence Comrey,Thomas E. Backer,Edward Maynard Glaser,1973 This work was created to help researchers in the mental health field to access mental health measures that were previously mainly inaccessible and to help reduce the costs of duplicative efforts to create mental health measures that had already been created

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