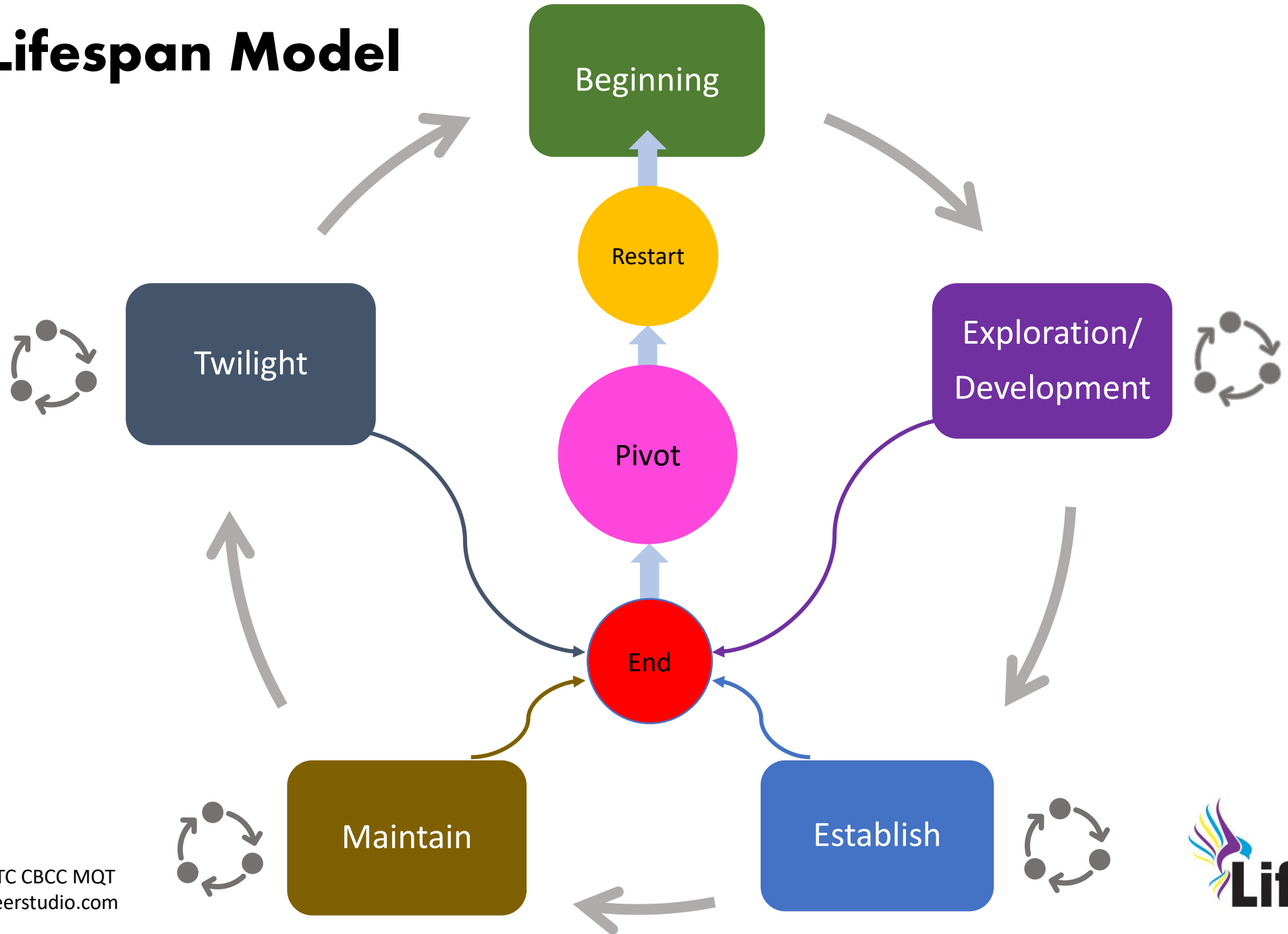




Career Growth Resources

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Career Lifespan Model



The Career Lifespan Model

5 stages:

1. Beginning
2. Exploration/Development
3. Establish
4. Maintain
5. Twilight/ Freedom

Includes Career Transition Phases

1. Ending
2. Pivot
3. Restart

Dynamic/ Iterative

Cyclical

Lifespans within Lifespans

The Career Lifespan Model

5 stages:

1. **Beginning** – the start of your Career Lifespan.
2. **Exploration/Development** – research to determine if this is the right career for you and then work on and towards developing the career you want.
3. **Establish** – the foundational work is done, and you are secure in this career. You may choose to grow/expand or up-level at this stage as well.
4. **Maintain** – you no longer have the need or desire to develop further in your career; you are content for your career to continue at this stage as it is.
5. **Twilight/Freedom** – you can choose to work less and be more discerning about the tasks and projects you undertake in your career.

*For some people, all five stages can occur in one career and for others, it may occur across one or several careers consecutively or in parallel.

**The dark side of the Career Lifespan Model is when you experience complacency, stuckness and/or suffering at any of these stages.

The Career Lifespan Model

Includes Career Transition Phases

1. Ending
2. Pivot
3. Restart

Dynamic/ Iterative / Non-linear

From the Exploration to the Twilight stages, there can be movement in and out of the stages and into Career Transition Phases at any time.

Cyclical

There is movement from stage to stage.

Lifespans within Lifespans



Indicates that at each of the Exploration, Establish, Maintain and Twilight stage, there can be a Career Lifespan Process within the overall Career Lifespan.

Career Growth Quiz

Where are you in your Career Lifespan timeline?

- A. Beginning
- B. Development/exploration
- C. Established
- D. Maintenance
- E. Twilight / Freedom
- F. Other?

Where are you in your career transition process?

- I. Ending
- II. Pivot
- III. Restart

Be Curious about your Career Growth Story

C - Your Career Growth Story is unique

A - Be aware of your place in the Career Lifespan Model

R – Readiness and preparing for your Career Growth Journey

E – Expect the unexpected; change is always happening

E – Enjoy your Career Growth Journey

R – Relationships are important so remember you are not alone!

Implementing your Career Growth Plan

G – Gain clarity and set SMART Goals to help direct you

R – Resources are available to implement your Career Growth Plan

O – Options will give you a greater sense of direction

W – Why, Who, When, What and How to create that concrete plan

T – Take action and be proactive

H – Help is always there if you can ask for it

Developing Your Career Growth Story

Think about where you are in the Career Growth Model.

Why do feel you are in that part of the model?

When will you be ready to move to the next stage?

What has happened before in your Career Growth journey?

Who was involved in your Career Growth journey?

What lessons can you bring into your present situation?

What was the outcome of your Career Growth journey?

What will be the best possible outcome of this Career Growth journey?

What I Have Learned About Career Growth

Name: _____ Date: _____

My Career Growth Story is:

My two positive/ supporting aspects of Career Growth:

My two challenging aspects of Career Growth:

My metaphor/ image / word / phrase for Career Growth:
