

Career Development and Self-Assessment

Career Development as a fluid and dynamic process. Career Development is an evolutionary process and a cyclical, life-long process, consisting of numerous steps. From a holistic and systems approach, Career Development relates to “the lifelong psychological and behavioral processes as well as influences shaping your career over your life span. It involves creating a career pattern, decision-making style, integration of life roles, values expression, and life-role self concepts” Career v. Job = Career is a series of positions over years which equates to growth, development and fulfillment.

You need to know yourself to market yourself, Self Assessment focuses on your product: your skills, interests, values, etc. & the way you position your product. You can't market yourself effectively if you don't know your product; you risk positioning yourself incorrectly. Studies have shown that those who know themselves & what they want to do are most successful in their careers; earn more money; have clearer direction. The first step in planning a search is to get to know yourself. Self-study is an important step as it relates to how you present yourself to employers. Companies often reject candidates who don't know themselves or what they want and the 2 major problems areas are lack of focus and failure to link previous experience to career goals.

Your interests equate to the energy behind your career search – they are the catalyst & motivate you to take action. Lots of research supports simplest idea-we do best at those tasks which we enjoy the most. People who enter different career fields tend to share same interests. Targeting interests is part of the Self Assessment process.

Career Leader is an assessment test designed specifically for MBA students and can be taken twice while at GSM, so we recommend you take again after your internship-before your 2nd year. It is not intended to tell you what to do rather to get you to start thinking about what you might want to explore. Besides the assessment part, check out the entire site for everything pertaining to the job search process, industry sketches, functional job profiles and the section on overcoming or strengthening weakness. IT is a good idea to use the 360 degree feedback function as well. The assessment is divided into 3 sections:

- BCII-Business Career Interest Inventory
- MPRP-Mgmt. & Professional Reward Profile
- MPAP-Mgmt & Professional Ability Profile

Please complete CareerLeader prior to your Career Launch session (held in August) where we will go over your results one on one.

- Career Leader Assessment: <http://www.careerleader.com/cf/univ/ucdavis.html>
username: ucdavis
password: holster
- Schedule your Career Launch session for August
Sign up on MBA Accelerator: <https://gsm-ucdavis-csm.symplicity.com/students>