

CAREER CROSSROADS - HOW TO PLOT THE JOURNEY

There is little in the way of reliable statistics which show us how many people we support as Career Transition professionals who are exiting a company, often involuntarily, long after they as individuals knew that in their hearts and sometimes minds they should have made a move earlier. Often we find ourselves working with a significant number of people at all levels and in all professions who have simply stayed too long.

The effects of staying too long can be profound – confidence has been eroded, performance declined and career confidence started to ebb away. Defining and supporting those at career crossroads at an earlier stage is a ‘win – win’ for employee and employer alike.

Reticence from some employers to introduce Career Management in the workplace has been a barrier to this kind of intervention in many cases. It is a barrier at two levels:

- Firstly individuals are still often very naïve and unaware when it comes to holding career discussions. Early experiences with ineffective school support are often reinforced by inadequate appraisal frameworks. Developing individuals to hold objective, rounded, honest and analytical career discussions is an important goal for our industry.
- Secondly employers too are often forced into conclusive actions which could have been avoided and mitigated if the culture within their organisation fostered and facilitated progressive career discussions.

To provide a simple and safe to use format we need to develop an approach to working with individuals to evaluate their readiness for personal career change in a format which not only provides conclusive evidence but also provides a framework and subsequent agenda to deliver the change with confidence and certainty. The underlying premise is twofold, firstly a change has to be compelling and secondly the way we approach the change will be shaped by previous experiences. Both are key areas that need to be addressed.



Working on the premise that there are three intertwined elements. Self-Efficacy, Goals and Compulsion to Change. Those who are ready and recognising the need to change and are proactively taking steps would be green in at least two and possibly three zones. Typically those at a career crossroads who have not made a change will have a profile of one zone red, one amber and one green. By focussing initially on the amber zone we can instil confidence and belief in then tackling the red zone, hence we are able to make a significant contribution, which in turn will enable the individual to finally embrace a career move.

In cases where there are more negative assessments invariably an individual will suffer from a complete lack of focus on goals and have poor self-confidence and/or awareness.

The simplicity of the assessment makes it compelling to both individuals and companies alike and can be a very simple way to begin the ambition to reduce unnecessary exits and develop and retain talent within the organisation.

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The February
Newsletter will feature
an article by Mark
Richter, CEO at OTP
Switzerland and Board
Member of ACF Europe.

ACF EUROPE LAUNCHED NEW WEBSITE

ACF Europe launched a new website this month. A different look and feel with new features such as a Members Only section (password: MyACFEurope), a Google based Find Firms area where ACF Europe members can be located in various ways, a link to our LinkedIn discussion platform, the ACF Charter, the ACF Bylaws, the recent ACF Europe Newsletters and much more. Information about the ACF Europe local Chapters will be added shortly.

The screenshot shows the homepage of the Association of Career Firms Europe. The header includes the ACF Europe logo and a navigation menu with links for Home, News, About Us, Local Chapters, Find Firms, Become a Member, Members only, Contact Us, and LinkedIn. The main content area features the ACF Europe logo, a brief description of the organization's mission, and a prominent blue button labeled "Looking for a Firm?". Below this, there are three columns: "The ACF" (mission statement), "Members" (benefits of membership), and "Forum" (purpose of the forum).

This screenshot displays the "Find Firms" functionality. It features a map of London with a search radius of 10 km. A list of member firms is shown below the map, including: Cepe Career Management Limited, Chimento Consulting Group, Penna Plc, CPI Talent Ltd, Capita People Development, and Riato Consultancy Ltd. Each listing provides the firm's name, address, and distance from the search location.

Please visit: www.acf-europe.com
or www.acf-europe.org

The screenshot shows the "ACF Charter" page. It features the ACF Europe logo and a navigation menu. The main content includes an introduction to the charter, followed by three main areas of focus: Industry, Public, and Government. Each area is accompanied by a list of specific goals and objectives. The page also includes sections for "ACF Membership", "Career Management and Transition", "ACF members offer", and "ACCREDITATION".

This screenshot displays the "Member Benefits" page. It features the ACF Europe logo and a navigation menu. The main content is organized into three sections: "KEEP INFORMED!", "HAVE A VOICE!", and "STAND OUT FROM THE CROWD!". Each section lists specific benefits and opportunities available to members, such as access to industry knowledge, the ability to influence policy, and the chance to promote best practice.

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