



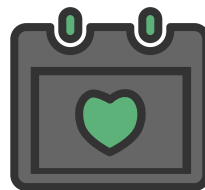
HELP THEM GET THERE *FASTER*

Future forward **CAREER DEVELOPMENT** with Christine DiDonato
An Advantage Performance Group webinar on **10.01.20**

From our series on Pivoting Together in Challenging Times



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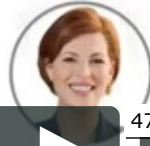
Webinar replay:



Help Them Get There Faster

Future forward career development with Christine DiDonato

Welcome - **Jonathan Hodge**, president and CEO , **Advantage Performance Group**



Facilitator - **Christine DiDonato**, career development expert/author, founder of **Career Revolution Inc.** and creator of *AccelerateME*, a career development

program for individual contributors now available virtually.



CHAT



RAISE
HAND



Q&A

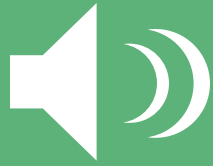
Welcome to the webinar!

To participate, please answer the popup POLLS and use the buttons on your Zoom toolbar. In CHAT, please send to ALL PANELISTS AND ATTENDEES



47:57





Audio highlights:



[Advantage Performance Group](#)

01 - Welcome - And - Intro - Jonathan - Hodge

SOUNDCLLOUD

▶ 1



Advantage Performance Group - 01 - Welcome - And - Intro - Jonathan - Hodge

▶ 1



Advantage Performance Group - 02 - Christine - Didonato - Crazy - Times - The - Neutral - Zone



Advantage Performance Group - 03 - Uncertainty - Is - Lasting



Advantage Performance Group - 04 - What - Can - We - Do - About - It



Advantage Performance Group - 05 - Before - Covid - Poll



Advantage Performance Group - 06 - Rethinking - Career - Development



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Help them get there faster: Future forward career development with Christine DiDonato

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NEWS

uncertainty

MONEY

Health

reality,

serious

uncertainty

fear

challenge

baby b

health care,

PANICKING

education

business

Financial

economic turmoil

worries

money,

Corona
Virus

Retirement

of Wor

We are in some crazy times,
and we're surrounded by
uncertainty.

What are we hearing?



1. What are you currently seeing or hearing from your colleagues, teams, or employees? (select all that apply) (Multiple Choice)

People are feeling more isolated 67%



Anxiety levels are increasing 65%



People are emotionally exhausted 82%



Physical health is taking a backseat 33%



Increased productivity and engagement 35%



What are we doing?



1. What does career development look like in your organization today? (select all that apply) (Multiple Choice)

We have a formal career development program.	19%
Managers meet regularly with employees.	40%
Managers are trained on how to lead career conversations.	12%
Employees participate in training on how to own and navigate their careers.	25%
We don't have a formal career development program.	54%
We could use some help with this.	44%
We are currently operating in survival mode.	29%

Our view for the future is extremely limited right now



The William Bridges Transition Model:

There are 3 stages we experience during change:

1. Ending What Currently Is, 2. **The Neutral Zone** and 3. The New Beginning.

We're in the neutral zone,
caught between a past that is no
longer and an unclear vision of
the future.





How long can we stay here?

Since the outbreak of the pandemic:



75% of employees say they feel more **socially isolated**.



57% are feeling **greater anxiety**.



53% say they feel **emotionally exhausted**.

A black pencil is shown in the upper left corner, angled downwards. Its eraser tip is in contact with the word "uncertainty", which is written in a bold, black, sans-serif font. The eraser is actively removing the letters "un", leaving a pile of dark grey eraser shavings on the white surface. The word "certainty" remains intact and is written in a larger font size than "un". The background is a plain, light-colored surface.

uncertainty

Strategies & Activities

for career development in a post pandemic world:
Start by **creating some certainty** in these uncertain times by
facilitating the **inner work**.



1. Tap into core energizers

Energizers are actions or activities you are naturally good at – your inherent strengths.

07 FEEL THE LOVE

What makes you special? Think of 3 people who know you well and ask them, “What qualities do you most admire in me?” and “What do I do better than most?”.





2. Re-assess **personal values**

What do you value most? Think about today and the next year. What's most important to your personal and professional life?

11 TOP VALUES

Rank from these categories the level of importance each one has in your life from 1 (least important) to 5 (most important):

- security & stability
 - freedom & mobility
 - self-improvement & self-fulfillment
 - people & relationships
 - authority & power
-



3. Create a **short-term vision**

What will you regret if you wake up one year from now and haven't done this...?

Managers are notorious for asking employees, "Where do you want to be in 5 years?" This would stress people out even *before* COVID ...



With the pace of change, it's really hard for us to have some clarity around 5 years. But people still want to do the vision work.

Start with 1 year out, and what you can do in the next 30 days to help them get there..



14 COMMITMENT

Select one value category or a specific value that you want to live more fully. Answer the questions to create a plan to bring this value to the forefront of your life.



Download all 3 activities:

07 Feel the love

11 Identify top values

14 Create a values-based commitment



... **GET** ...
THE NO-NONSENSE,
THERE
NO-FLUFF GUIDE TO
FASTER
THE CAREER YOU WANT



Christine DiDonato

Get Christine's new book!

Get There Faster will help you supercharge your career with a proven professional development system and hacks that can help you break through to the next level. In *Get There Faster* you will learn a 5-step career acceleration formula, which many of today's most sought-after employers use to develop their emerging leaders.



"When I think of career development. I see us as on **a rock wall**. Our employees are essentially **scaling this wall**, and our job is to help them figure out 1) what's the **general direction** they're climbing in, but also 2) what are the **opportunities**, these **notches on the wall**, that they can take advantage of? What kinds of experiences, relationships, and learning do they need?"



Christine
DiDonato

Next steps



- Contact your Advantage partner to learn more about AccelerateME, the career development tool that helps young professionals get the feedback they crave and take greater charge of their career paths. Now available virtually!
- Try our free learning journey on talent development for a new generation featuring more resources and tools from Christine DiDonato.



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More replays & takeaways: apg1.us/pivot

Advantage

Advantage Performance Group
We help organizations develop great people.



Special thanks to, our
thought leader partner
Christine DiDonato
of Career Revolution, Inc.