

Who's In Charge Of Career Planning? YOU

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Who is responsible for developing a person's career? According to a recent survey, there is disagreement about whether it should be the responsibility of an individual or an employer.

"The Real Story Behind Career Development: Who is Responsible?" is a joint research [study](#) conducted by [EdAssist](#) and the [University of Phoenix](#) to explore employees' and managers' perceptions of whose responsibility it is to drive career development. The results showed key disparities between the two groups' perceptions:

- Most workers believe it is employers' responsibility to teach career development: 74 percent say employers should provide professional-development training, 71 percent say they should identify job opportunities and career paths, and 68 percent say they should provide career-advancement mentoring.
- Most managers believe employees must take responsibility for their career development: 98 percent say workers should continually update and improve their skills, 85 percent say they should identify job opportunities and career paths, and 80 percent say they should be responsible for building their job-hunting and career-planning skills.

The results of this study demonstrate why many workers and organizations fail at career management – each believes the other should be responsible. "Managers and employees often point the finger at each other when it comes to taking responsibility for poor career development planning," says Jay Titus, Senior Director of Academic Services at EdAssist, a leading provider of tuition assistance management programs. "There needs to be more honest conversation between the two sides about what the end goal should be, as well as what learning tools are available within the organization to get there."

To increase the effectiveness of employees' self-advancement efforts, Titus recommends employers provide assistance in creating specific career plans, including timelines for achieving career goals. "Access to on-the-job learning opportunities such as job rotations, job shadowing, mentoring, and targeted training to improve hard and soft skills can also help employees in their career development efforts," he added. "And for employers offering tuition assistance programs, they need to make sure that they are helping direct their employees toward academic programs that align with those efforts, rather than just funding degrees in a vacuum."

While many companies have implemented career planning and training, not all employees are lucky enough to work at such organizations. This means you need to take ownership in driving your career advancement. Here's how:

Define your career aspirations. If you don't know where you want to go, how will you get there? Take time to clearly define your aspirations. Where do you want to be in your career in three years, five years, 10 years?

Identify your goals and create your career plan. Goals reflect what you want to accomplish to improve yourself and to move forward in your career. They ensure that you are headed in the right direction and help you achieve your aspirations quickly and efficiently.

Share your plan with your manager. Ask him or her for feedback. Are there other skills you should learn, education you should pursue or certifications you should obtain?

Find out about training and tuition assistance. Are there company-sponsored training sessions you could attend? Does your employer provide tuition reimbursement? Take advantage of every opportunity your company offers to help you advance in your career.

Provide regular updates. Share your development progress with your manager and HR representative on a regular basis. Use these opportunities to discuss career options and to get guidance and feedback.

Even though the research study results demonstrated confusion in ownership of career planning, ultimately, the person responsible for your career is YOU. Achieving career success requires more than luck and hard work – it requires a [plan](#). So grab a cup of coffee, sit down and create yours.

~ Lisa Quast, author of the recently released book, [Secrets of a Hiring Manager Turned Career Coach: A Foolproof Guide to Getting the Job You Want. Every Time.](#) Join me on Twitter @careerwomaninc

