

Taking control of your career; implications for individual wellbeing at work and at home

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The concept of career has undergone substantial change in recent years. The responsibility for career management now falls upon the individual with the organisation taking a back seat. This has important implications for individuals as they need to develop a range of new skills to enable them to do this successfully. The first part of this paper introduces the concept of career competencies. Career competencies (CCs) are behavioural repertoires and knowledge instrumental in the delivery of desired career-related outcomes, and can be measured using the Career Competencies Indicator (CCI) developed for this study. A study of 296 individuals showed that career competencies are not only predictors of career satisfaction (CS) but also of overall life satisfaction.

The importance of well being and overall life satisfaction is growing. In the literature career success has been redefined to include the concept of personal well being and work life balance. The second part of this paper considers career values using Schein's career anchors and considers how these have changed. A study of 606 individuals showed that lifestyle is by far the most popular career anchor followed by sense of service. The implications of this for individuals and organisations will be considered.