



# Career Resilience

Meet Alfie the bean who has the **grit and resilience** to endure even the toughest challenges, and remains committed to **working hard** and **pushing through** any obstacles that come its way.

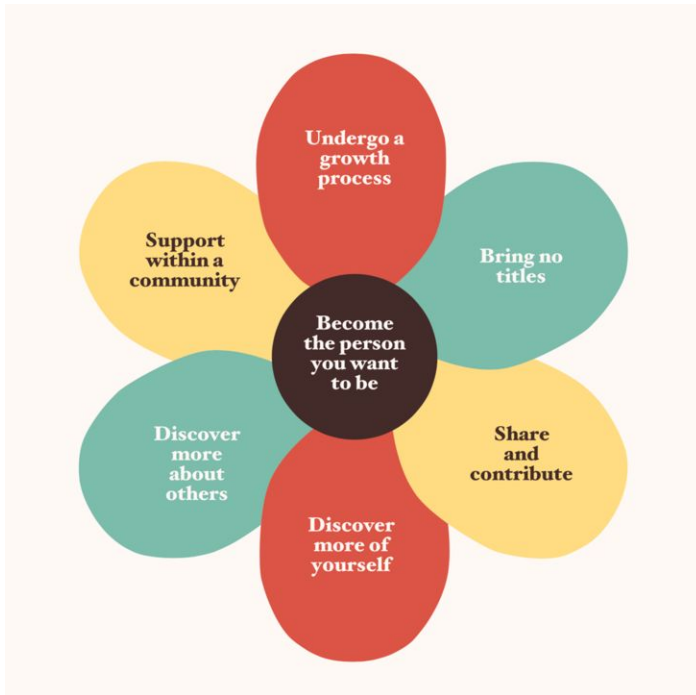


# GROW MEANINGFULLY IN A CONNECTED WORLD

A social enterprise that focuses on developing purposeful, resilient and compassionate individuals through self-discovery and enhancing human-centric skills in coaching-infused programmes.

#Inclusivity #wellbeing #employability

# The Growthbeans Invitation



- Reserve judgment
- Be inclusive and fully present
- Respect all
- Help others be self-aware

**Come as strangers, leave as friends!**  
**Learn, Share, and Grow!**

**Career resilience** is the lifelong skill that gives you the strength to adapt to challenges throughout your professional journey.

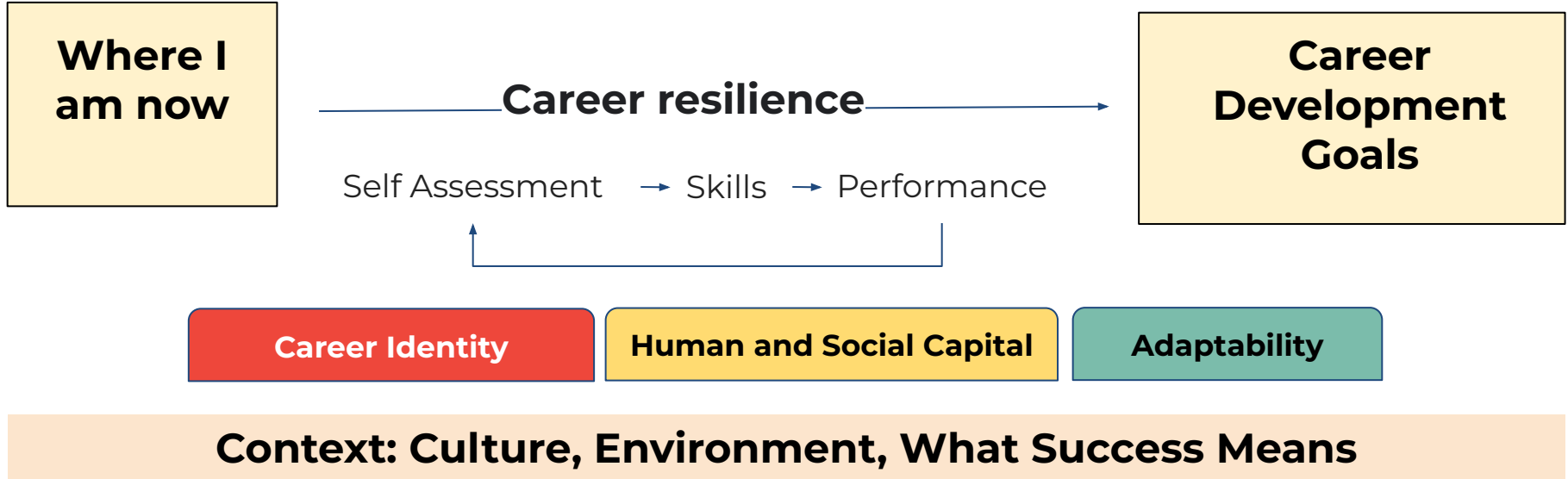
**Career development** is the lifelong process of managing learning, work, leisure, and transitions in order to move toward a personally determined and evolving preferred future.



# Career Resilience & Development



Career Awareness



# The 3 aspects of Career Resilience



## Career Identity

Who do I want to be  
in my career?

What do I always  
seek out to do?

## Human and Social Capital

What are my  
strengths, skills and  
competencies?

What are my  
resources/ network?

## Personal Adaptability

What can I learn  
from this?

How do I adapt to  
change?

Establishing our career identity helps us to be **values-driven and self-directed.**

It can help us **be more intentional** in how we set our **career development goals.**

# 2. Human and Social Capital

## Human Capital

What are my strengths, skills and competencies?

**Human capital - the knowledge, skills, and health that we invest in**

*Eg communication skills, education, technical skills, creativity, experience, problem-solving skills, mental health, and personal resilience*

## Social Capital

What are my resources/ network?

**Social Capital - the relationships and the benefits derived from being social**

*Eg, network, access to potential resources (value, variety), willingness, knowledge, skills, and wisdom, power and influence, as well as emotional resources such as compassion, caring, support*



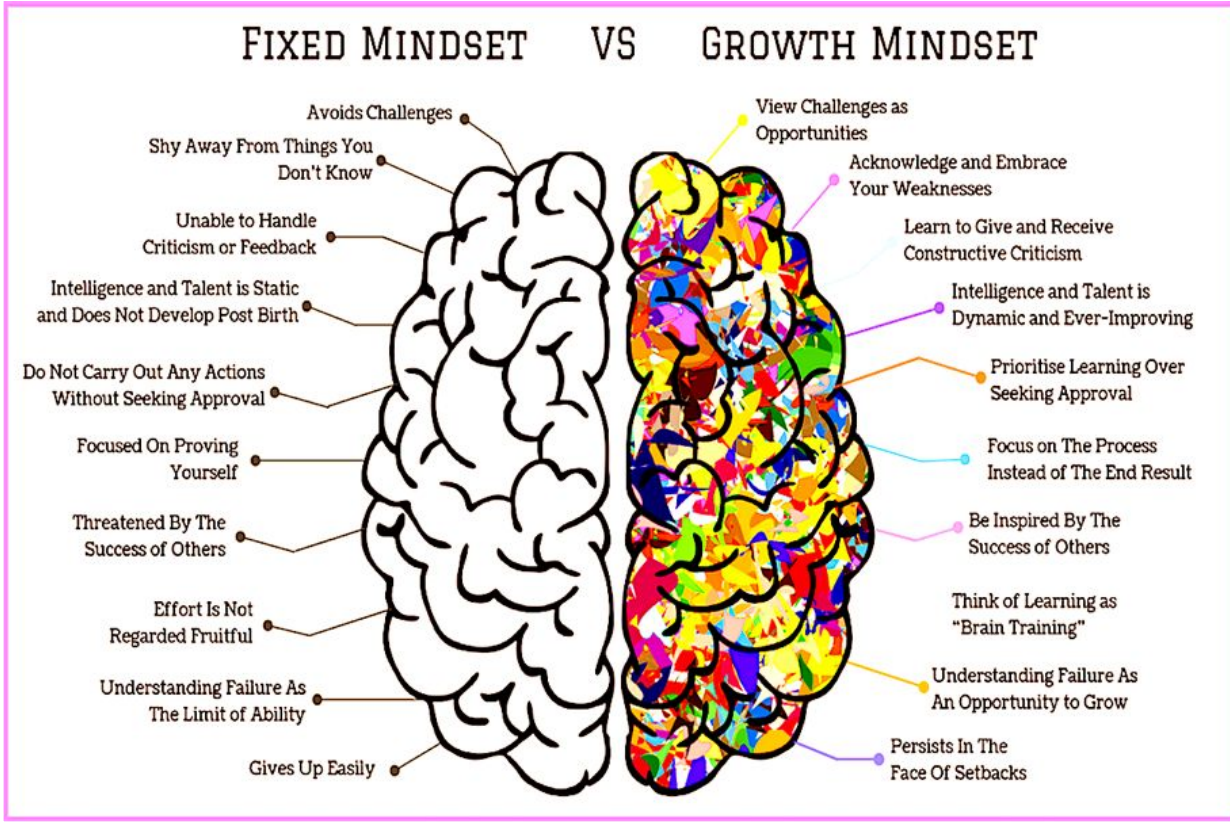
**Being aware of our strengths and having a diverse network can help us to seek and receive perspectives and support to grow.**

# 3. Personal Adaptability entails

## Personal Adaptability

What can I learn from this?

How do I adapt to change?



source: <https://www.thebeone.com/post/fixed-vs-growth-mindset>

# 3. Personal Adaptability entails

Challenging our beliefs and assumptions,  
and hence the way we do things

## Mindset

How we  
approach  
crisis / failure

## Assess

What can we  
do differently

## Listen

What ideas  
are there

## Focus

What is the  
change & value  
we want to  
create?

# Learning vs Performance zone

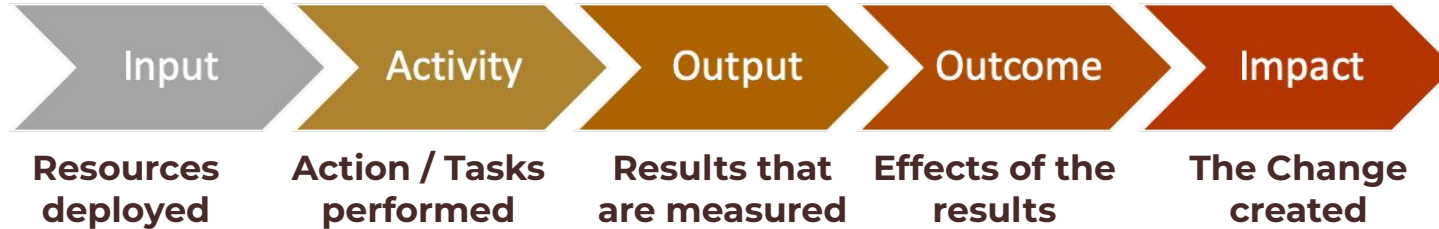
What we need vs what we want

	<b>Learning Zone</b>	<b>Performance Zone</b>
<b>Goal</b>	To improve	To do the best we can
<b>Activities for</b>	Improvement	Execution
<b>Concentrate on</b>	Process	Outcome
<b>Mistakes to be</b>	Expected	Minimised
<b>Benefit</b>	Future performance	Immediate performance

Adapted from: <http://jonathanreeve.com.au/blog/2017/10/13/balancing-learning-and-performance>

# Intention vs Agility

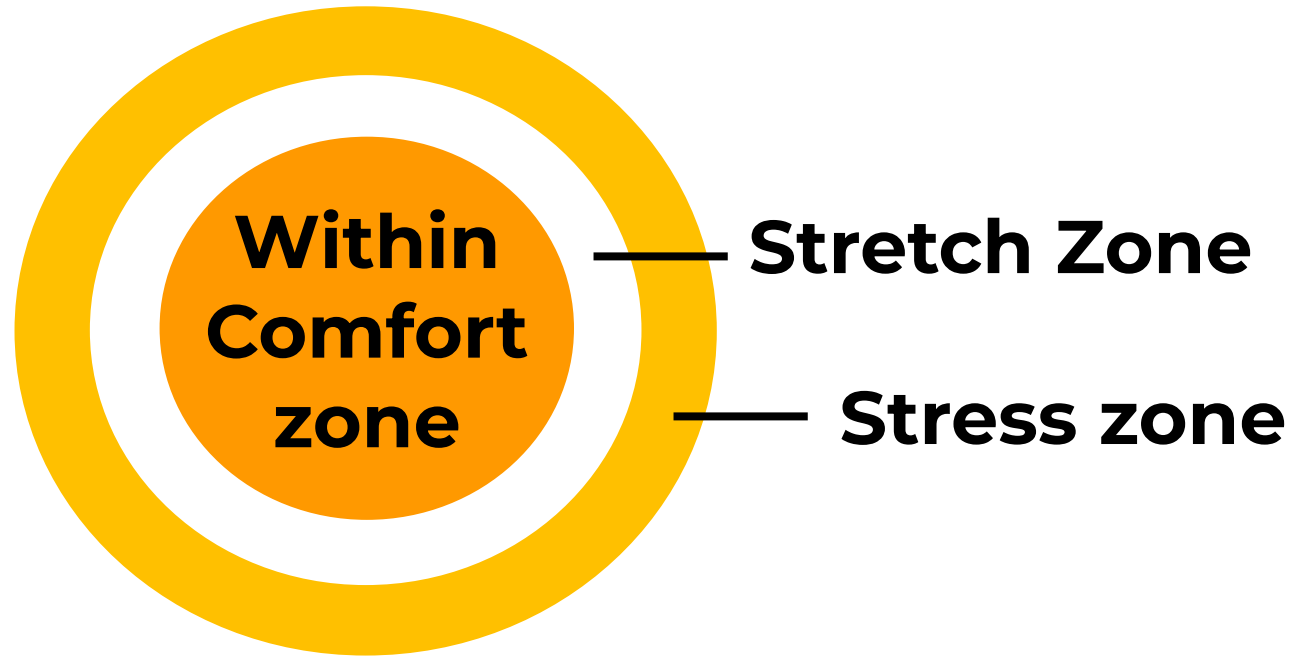
## Learn & iterate through the process



- How have we approached it?
- What can we do differently?
- What ideas are there?

- Is this the change and value we had in mind?

# Ideas for Career Development



**Focusing on what we can learn  
from an experience can allow us  
to embrace and adapt to new  
experiences.**

# Build Career Resilience



1. **Self-reflect**
2. Establish your **career identity**. Know what is important to you. Have a personal goal / intention
3. Consider your **human and social capital**
  - Look at internal and external sources of strength
  - Invest in yourself. Take charge of your own learning
4. **Adapt**. Develop a learning and performance goal orientation, iterate through the process
5. **Take action**. Find ways to support activities in stretch zone.





<https://linktr.ee/growthbeans>

**Have more questions?**

**Connect with us or email**  
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