



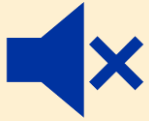
Career Tips Thursday: Session 46

The 5i Framework: Five dimensions of career development

IOM, UNDP

26th March, 2026

Zoom - Housekeeping rules



You are muted by default. The chat function is disabled.



If you have any questions, please submit them through Zoom Q&A button.



The session will be recorded. The recording and presentation will be available on: [Career Tips Thursday webpage](#).



Expectations



Please think of your expectations
of the session today.



**What would you be happy with
by the end of the session?**



Agenda

5i framework

Work values

Goals

Motivation

Skills and strengths in focus

Creating **career transition plans**

Tips and resources

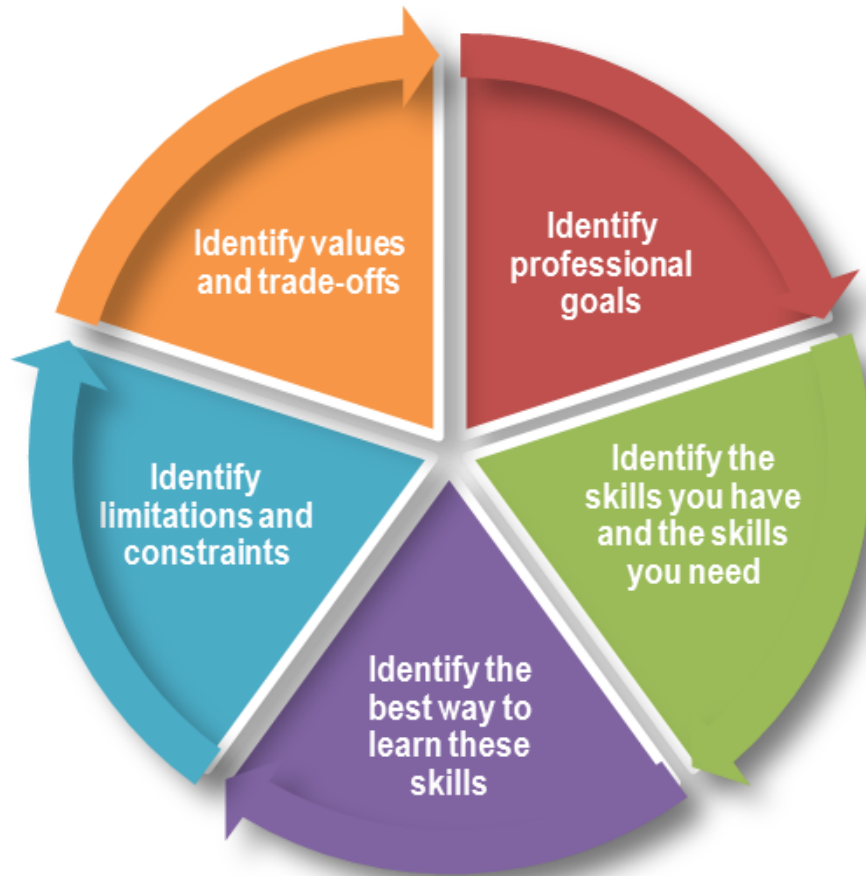
Q&A session



Part 1: 5i Framework



5i framework



"If you don't know where you're going, you'll end up somewhere else."



Part 2: Work Values



List of Work Values

1. ACHIEVING OUTCOMES
2. ANALYTICAL THINKING
3. BEING INNOVATIVE
4. BEING VALUED (RECOGNITION)
5. CAREER PROGRESSION
6. CHALLENGING WORK
7. CHANGE AND VARIETY
8. COMMUNICATING WITH OTHERS
9. DETAILED WORK
10. EFFICIENCY
11. FINANCIAL REWARD
12. FLEXIBILITY
13. HELPING OTHERS
14. INTERGRITY
15. LEADING OTHERS
16. LEARNING (AND SELF DEVELOPMENT)
17. LOGICAL THINKING
18. PREDICTABILITY
19. SOLVING PROBLEMS
20. TAKING RESPONSIBILITY
21. TAKING RISKS
22. TEAMWORK
23. WORK AUTONOMY
24. WORKING WITH DATA

Career Values Card Sort

Step 1 – Click on the link

- <https://www.icscareers.com.au/card-sort/>

Step 2 - Sort each value

- Drag and drop each one of the **24 career values** from the list to one of the five columns, according to **how important** each value is for you.

Step 2 – Review and prioritise your values

- Place each value in **priority order** from top to bottom in each column.

Step 3 – Click “next” to view and print results

- You will also see a series of questions designed to help you **make** further sense of your career values.



Work Value

Least Important

Not Important

Neutral

Important

Very Important

HELPING OTHERS

ACHIEVING
OUTCOMES

TAKING RISKS

SOLVING
PROBLEMS

TEAM WORK



<https://www.icscareers.com.au/card-sort/>





Part 3: Goals



Why Are Goals Important?

Goals provide **direction**, **focus** and **inspiration**.

“A goal without a plan is just a wish.” (Antoine de Saint-Exupéry)

SMARTER Goal Framework

Specific – What exactly do I want to achieve?

Measurable – How will I know when I have achieved this goal?

Achievable – Is this goal within my reach, given the resources and time available?

Relevant – Does this goal matter to me and contribute to my long-term plans?

Time-bound – When do I want to accomplish this goal?

Evaluate – What is working? When needs to be adjusted?

Reward – How will I recognise my achievements?

SMARTTEER Goal Framework

Specific – What exactly do I want to achieve?

Measurable – How will I know when I have achieved this goal?

Achievable – Is this goal within my reach, given the resources and time available?

Relevant – Does this goal matter to me and contribute to my long-term plans?

Time-bound – When do I want to accomplish this goal?

Enjoyable – What will energise me on the way?

Evaluate – What is working? When needs to be adjusted?

Reward – How will I recognise my achievements?

How to Make Goals Enjoyable and Accountable

- Personal connection
- Gamify the process
- Involve others
- Celebrate the journey

What can I do to make the process enjoyable and accountable?



Activity



Your development goals - Silent coaching activity

- Get a piece of paper and a pen
- I will ask questions – write down your answers
- Be brief – bullet points
- No talking and no questions

Get Ready



- Close your eyes for 60 seconds.
- Focus on your breathing.
- Open your eyes when you hear a gong.

Identify Professional Goals

- What do you want to achieve?
- Short-term goals
- Long-term goals

My Professional Goals

What am I good/great at?	What are my main work/life challenges?	What are 3 words others would use to describe you?	If you could have more of ONE thing in your life, what would it be?
1.			
2.			
3.			



Part 4: Motivation

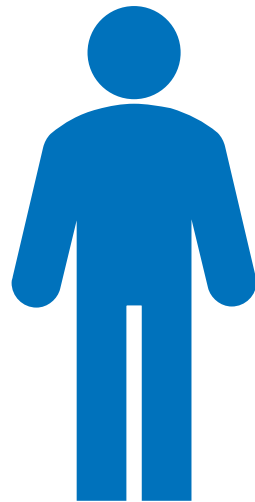




Why is motivation important?

Vision, direction, goals

WHAT



Skills and behaviours

HOW

Motivation and energy

WHY

What is motivation?

Motivation is **energy**

Our motivators are our inner drivers that determine **how** we feel and **why** we act

Explore your motivation

Learn more!

Mapping your inner motivators [CCT 05.02.2026](#)



Interests

Focus on what

- you enjoy
- gives you energy
- motivates you
- you like / love doing





Part 5: Skills and Strength in Focus



Definition and examples

Skills

Planning
Active listening
Negotiating
Writing

Strengths

Ambitious
Autonomous
Communicative
Determined
Diplomatic
Persuasive

Competences

Analytical thinking
Client service
Decision making
Project management
Problem solving
Flexibility
Leadership



Skills



Performance Evaluations

- Skills - What was rated consistently high?
- Gaps - What needed improvement?
- Innovation?
- Comments give detail
- Ask for advice, “What does it take to be a good project manager?”

Consider:

- When have I been at my best?
- What was it about that time that stands out?
- Was it the people, activity, skills being used?

Emergency and Post-Crisis

- Camp Coordination and Camp Management
- Camp Management Site Planning
- Cash-Based Programming
- Child Protection
- Civil-Military Coordination
- Cluster Coordination
- Community Stabilization
- Disarmament, Demobilization and Reintegration
- Disaster Risk Reduction & Preparedness
- Displacement Tracking (DTM)
- Early Recovery from Disaster/ Conflict
- Election Assistance and Enfranchisement
- Environment and Climate Change
- Infrastructure Rehabilitation/ Reconstruction
- Livelihoods Assistance / Income Generation
- Out of Country Voting (OCV)
- Peacebuilding
- Political Transition Assistance
- Profiling and Registration
- Protection of Migrants
- Reparations
- Sanitation
- Security Sector Reform (SSR)
- Sexual and Gender-Based Violence
- Shelter
- Transit Center
- Transitional Justice
- Vulnerability Mapping
- Water Infrastructure
- Unaccompanied Minors

External Relations

- Donor Liaison
- Governance and Institutional Strengthening
- International Cooperation and Partnerships
- Representation

IT Skills

- Database Development and Administration
- Digital Media
- Enterprise Content Management
- ERP Systems
- Geographic and Spatial Data Systems
- Microsoft Office Applications
- Network Design and Administration
- Programming and Software Engineering
- Quality, Security and Risk Management
- Web Development and Administration

Legal

- Human Rights
- International Migration Law
- Land Rights Claims
- Legal Affairs (Contracts and Administration)
- Legal Protection and Policy

General Services /Skills

- Fleet Management
- General Administration
- Interpretation/Translation
- Library Services
- Premises Management
- Process and Change Management
- Reception and Secretarial Support
- Supervisory Skills

Media and Communications

- Multi-Media Production
- Photography
- Social Media
- Video Production
- Writing and Editing for Media
- Community Engagement
- Digital Marketing
- Communications Campaigns

Migration and Development

- Diaspora Engagement
- Migration and Development
- Remittances

Migration Health

- Environmental Health
- Health Administration
- Health Economics / Financing
- Health Informatics
- Health Research and Bio-Statistics
- Health Screening (Assessments)
- Health in Crisis/Humanitarian Response
- Immigration Medical Examinations
- Infectious Diseases/Tropical Medicine
- Intensive Care, Infection Prevention & Control
- Laboratory Management
- Mental Health and Psychosocial Support
- Nutrition
- Public or Community Health
- Reproductive Health

Oversight

- Auditing
- Ethics
- Internal Controls
- Investigation

Regulating & Facilitating Migration

- Assisted Voluntary Return and/or Reintegration
- Border Management
- Capacity-Building and Training
- Counter-Trafficking
- Immigration and Visa Support Services
- Labor Migration
- Migrant Training

Supply Chain Management

- Non-Food Item (NFI) Distribution
- Procurement
- Warehouse and Stock Management
- Transport / Freight Logistics (Goods and Materials)

Migration Policy and Research

- Migration Policy and Dialogue
- Research and Publications

Movement and Resettlement

- Airline Charter and Emergency Movement Operations
- Computerized Travel Reservations Systems (Eg. Amadeus)
- Integrated Global Airline Ticket order Record (I-Gator) Application
- MiMOSA Application
- Refugee Resettlement
- Repatriation
- USRAP Resettlement Support Center (RSC)
- Costing of Travel Arrangements

Programme Support

- Capacity Building and Training
- Evaluation/Review
- Monitoring and Evaluation
- Needs Assessments
- Programme Development
- Programme Management
- Project Financial Control
- Project Reporting
- Project Management

Resource Management

- Accounting
- Budgeting
- Cash Bank Management
- Finance Policy and Direction
- Human Resources
- IPSAS
- Occupational Health
- Security and Staff Safety

UNDP Competency Framework

1. Achieve Results
2. Think Innovatively
3. Learn Continuously
4. Adapt with Agility
5. Act with Determination
6. Engage and Partner
7. Enable Diversity and Inclusion

Core Behavioral Competencies

Competencies that are foundational to the success of personnel in all roles across the organisation. They are reflective of behaviors and attitudes that all personnel in the organization are expected to demonstrate.

Examples:
Adaptability
Learning agility

Cross-Functional Competencies

Competencies that are critical for the successful performance in multiple roles that span different professional/functional areas.

Examples:
Change Management
Project Management

People Management Competencies

Competencies that are critical to success in leadership roles that involve managing people

Examples:
Empathy and compassion
Managerial courage
Motivating and directing

Technical Competencies

Knowledge and skills that are unique to jobs in a particular functional or professional area.

Examples:
Cost Accounting
Compensation & Benefits
Climate Change
Macro-economics

Skills matrix table

- List the core skills needed for your desired career path. Consider technical, soft, and transferable skills
- Rate your current ability for each skill on a scale of 1 to 5 (1 no experience – 5 expert)
- Identify the skills rated 1-3 as development areas.
- Select 2-3 key skills to focus on initially

Skills	Current level (1-5)	Target level (1-5)	In-demand skill (Yes/No)	Action steps	Resources needed	Timeline



Strengths

What is strength?

Talent x Investment = Strength

Strengths and weakness

Strength

We are good at

Make us feel strong and secure

- Figure out what **energises** you
- Identify your strengths – think about how activities make you feel

Weakness

We are bad at

Make us feel weak

What is strength?

- Good at something
- But do not enjoy doing it (even hate doing it)

strength



- Energise and excite you
- Even if you are still learning them (do not excel at them yet)

strength



- Right **circumstances**
- Right **conditions**

for **how** you want to use your strengths

Example

- Managing complex, multi-stakeholder projects across different countries

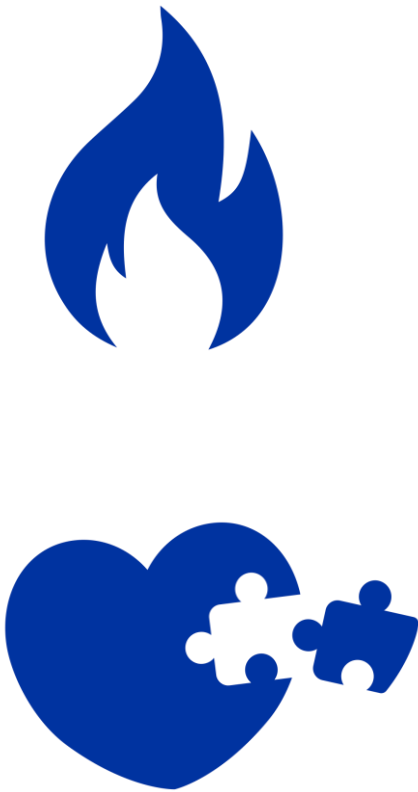


Analytical strengths

- Data analysis
- Working with performance metrics
- Identifying trends
- Understanding how project variables influenced outcome



Example



Analytical skills

- Data analysis
- Working with performance metrics
- Identifying trends
- Understanding how project variables influenced outcome



Explore your strengths

Learn more!

Identify your skills, competencies and strengths [CTT](#)
[28.04.2022](#)

Complete your [personal strength summary chart](#)

And what about weaknesses?

- Weaknesses should not be ignored
- *“Weakness is anything that gets in the way of your success.”*
- Weaknesses are behaviors that block strength expression
- Unchecked weaknesses can derail careers

Proactive management – Identify, understand and address weaknesses while leveraging strengths for growth



Part 6: Creating career transition plans



Must do steps for a successful career transition



SELF-ASSESSMENT & CLARITY

Identify your values, goals, skills, limitations, and constraints



RESEARCH & EXPLORATION

Investigate potential career paths and opportunities



SKILL DEVELOPMENT & ADAPTABILITY

Learn and improve relevant skills to remain competitive



NETWORKING & PERSONAL BRANDING

Expand and leverage your professional network



CROSS-FUNCTIONAL COLLABORATION

Seek opportunities to work with other departments or teams

Five steps, five actions

1. Self-assessment
 - Write 1 value, strength, motivation or constraint you identified today
2. Research and explore
 - Name 1 action you will take to explore roles, sectors or opportunities
3. Skill Development and adaptability
 - What skill is most important to you (right now) to develop?
4. Networking and personal branding
 - Write 1 action you can take to strengthen your visibility and relationships
5. Cross-functional collaboration
 - What opportunities exist to collaborate and broaden your exposure?



Part 7: Tips and resources



Career Tips Thursday

<https://learning.unog.ch/career-tips-thursday>



Career Tips Thursday

Using your network for career progression

- [How to make the most of your network- Worksheet](#)
- [Developing your networking action plan - Worksheet](#)
- [How to use LinkedIn for career progression - Presentation \(pdf file\)](#)

Managing your reputation and personal brand

- [Managing your reputation - Worksheet](#)
- [Creating your personal brand - Worksheet](#)

Mapping my skills, competencies and strengths, understanding my values and motivators

- [Clarifying my work values - Worksheet](#)
- [Understanding what motivates and drives me at work - Worksheet](#)
- [Identifying my skills, competencies and strengths - Worksheet](#)
- [Mapping Your Motivators \(05.02.2026\)](#)

[Link to the Career Tips Thursday](#)



Online Assessment – Personality (1)

Myers-Briggs Test (MBTI)

This psychometric assessment is based on the work of Swiss psychiatrist Carl Jung and has been around since 1943. It places your personality into one of 16 different categories. You can take the assessment [here](#).

DISC Profile

DiSC is a personality assessment tool that offers valuable insights into behavioural strengths and weaknesses – helping people improve teamwork, communication, and productivity in the workplace. You can take the free assessment [here](#).

Cattell's 16 Personality Factors Test

In the 1940s Raymond Cattell proposed a model of human individual differences with 16 factors based on a statistical study of responses to personality questionnaires. Cattell's model has never been widely accepted and his statistical analysis that revealed 16 factors has never been successfully replicated, but the test he produced, the 16PF Questionnaire, has been very popular in applied psychology like contexts such as counselling and human resources. This test uses the public domain scales from the International Personality Item Pool that were developed by Lewis Goldberg to be equivalent to the 16PFQ. You can take the free assessment [here](#).

Online Assessment – Personality (2)

Rosenberg Self Esteem Scale

Developed in the 1960s by Morris Rosenberg for a study of adolescent self-image the RSES has become the most widely used general purpose measure of self-esteem in psychological research. You can take the assessment [here](#).

Fisher Temperament Inventory

The FTI is general measure of personality that traces human behavior back to the function of the neurotransmitters in the brain. It categorises people into one of four temperaments, each of which is associated with specific neuro-chemicals. You can take the free assessment [here](#).

OSPP Enneagram of Personality Scales

The Enneagram of Personality is a system of nine personality types organized by a geometric diagram. It has been promoted as a spiritual and self-help tool by many authors and there exist several different popular tests of Enneagram type. The OEPS was developed by this website and reflects the average idea of what each type is in the population of on-line Enneagram enthusiasts. You can take the free assessment [here](#).

Online Assessment – Career

Career Explorer by Sokanu

Career Explorer by Sokanu is a free career advice resource. It asks you two hours worth of questions and suggests the right job for you based on your answers. You can use it for free [here](#).

IIP RIASEC Markers

The Holland Codes (the acronym RIASEC refers to the six Holland Codes) is a typology of occupations that groups jobs into six categories and describes the different personality characteristics of people who are inclined towards each category. Since its developed by John L. Holland in the 1950s the theory has become dominant one in the field of career counselling and it has been incorporated into most of the assessment you might take at a university career planning centre. The RIASEC Markers from the public domain Interest Item Pool were developed by James Rounds and colleagues in 2008 for use in psychological research. You can take the free assessment [here](#).

Strengths Profile (Free Starter Profile)

You can discover your top 3 realised strengths, 3 unrealised strengths, 2 learned behaviours and 1 weakness in our Free Starter Profile. Use it to start your strengths journey, gain self-awareness of what you love to do and support any career transition. You can take the free assessment [here](#).

*
your career path
is not linear *

* (AND THAT'S OKAY) *





Key Takeaways

Please share your key takeaways of the session today in the Chat.

- **What is your key takeaway today?**

Contact

IOM Career Development and Transition team:

- cdt@iom.int

UNDP Career Team

- career.development@undp.org

Let us know your thoughts
about the session!

👉 Click [here](#) or scan the QR code.



Evaluation Form

Next CTT session

30 April 2026