

Career Tips Thursday: Session 30

Deciding your future: Strategies for navigating career moves

UNOG/HRMS/CLM

IAEA/MTHR/L&D

UNIDO/COR/LED





Job satisfaction

- Contentedness
- Impacts
- Factors
- Strategies
- Measurements

Agenda

- Outline how to make **informed career decisions**
- Evaluate and enhance **job satisfaction**
- Assess **job offers**
- Utilise **tips** and **resources**

**Before we
start...**







How should I make informed career decisions?





The Source

Lou Adler: Hire with
Your Head



Factors that drive success and satisfaction

1. The Work Itself

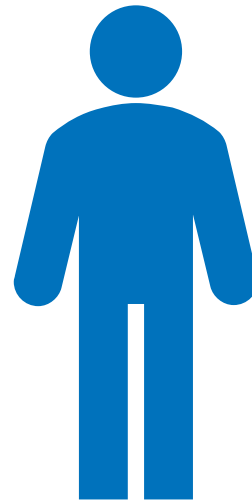
Mix of more impactful and satisfying work

2. Manager & Teams

Working with the right types of people and leaders

3. The Job Offer

Pay, Title, Location and Job Prestige



4. Work/Life Rebalance

Flexibility & Everything outside the job

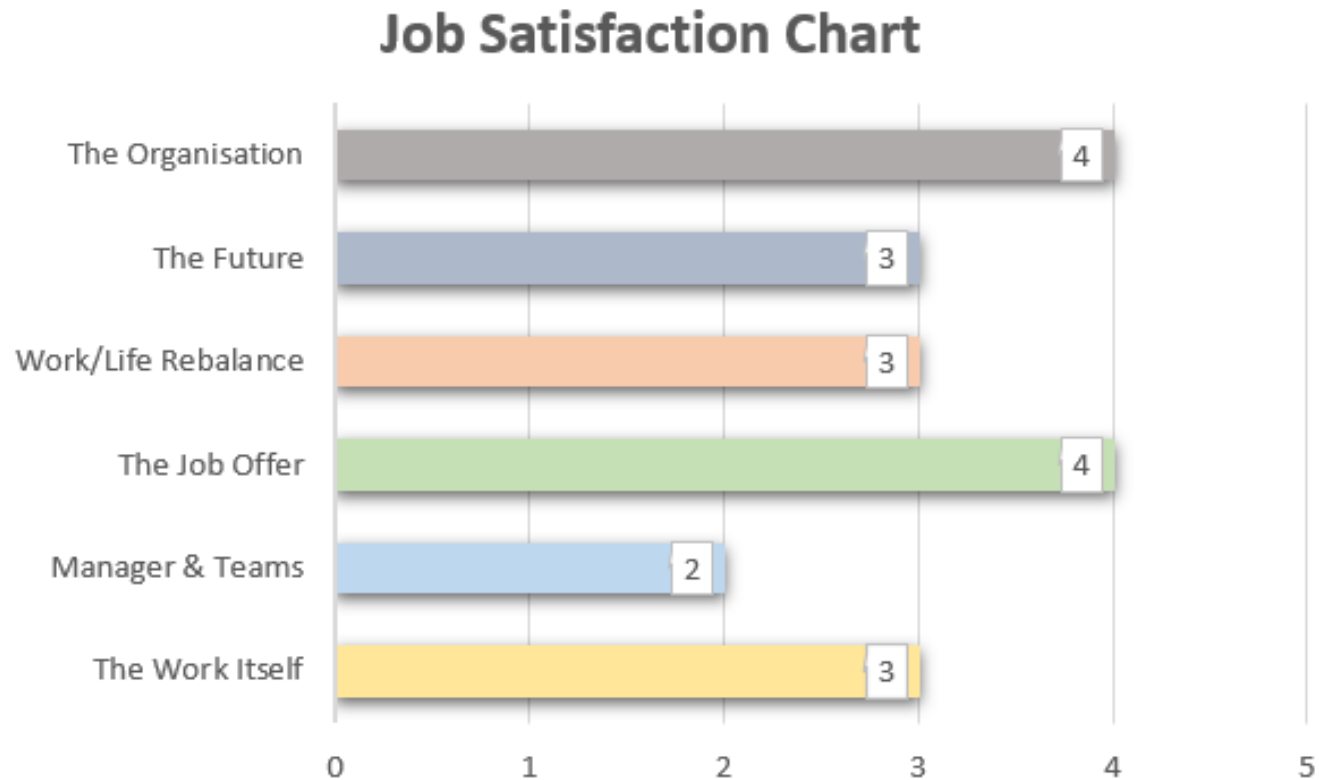
5. The Future

Learning, stretching and chance at becoming better

6. The Company

Mission, values, culture, industry

The Job Satisfaction Chart



**Let's get
down to
business...**



The Work Itself



- Focuses on the **actual tasks, responsibilities, challenges**, and **overall impact** of the job
- Statements designed to evaluate the **impact, skills alignment** and **satisfaction** derived from your work.
 1. The work I do positively impacts my colleagues and clients.
 2. I receive regular feedback and recognition that reflects the impact of my work.
 3. The work I do brings me personal satisfaction.

Please rate this factor on a scale of 1 to 5.

Manager & Teams



- Focuses on the **quality of leadership, team dynamics**, and the **overall work environment**.
- Statements designed to evaluate the **compatibility** and **effectiveness** of working with your manager/supervisor and your team.
 1. My manager/supervisor clearly communicates objectives and provides the support I need.
 2. The prestige associated with my role enhances my professional reputation.
 3. My job title aligns with my career goals and the expectations I had set for my career progression.

Please rate this factor on a scale of 1 to 5.

The Job Offer



- Focuses on the specifics of the **employment proposal** including salary, benefits, and other employment terms.
- Statements designed to evaluate the **level of satisfaction** with your **salary, title, location, and job prestige**.
 1. My salary meets or exceeds the industry standard for my role and location.
 2. My manager/supervisor recognises my contributions and supports my career aspirations.
 3. My team collaborates effectively and communicates clearly to achieve common goals.

Please rate this factor on a scale of 1 to 5.

Work/Life Rebalance



- Focuses on the **balance** between professional responsibilities and personal life.
 - Statements designed to evaluate how well your job supports a **balance** between your **professional responsibilities** and **personal life**.
1. My job offers flexible working hours that accommodate my personal life needs.
 2. The organisation provides adequate vacation time and encourages employees to take time off to recharge.
 3. Workplace policies, including leave and remote work options, are supportive of work/life balance.

Please rate this factor on a scale of 1 to 5.

The Future



- Focuses on your outlook on your **potential for learning, personal growth, and professional development** within your current role.
- Statements designed to evaluate your **career advancement opportunities, skills development, and long-term career prospects** within the organisation.

1. There are clear career advancement paths available within the organisation that align with my career goals.
2. I am regularly involved in projects that expand my skills and exposure within the industry.
3. The organisational culture supports continuous learning and adaptation.

Please rate this factor on a scale of 1 to 5.

The Organisation



- Focuses on the **alignment** of the organisational culture, values, and ethical standards with your personal values.
- Statements designed to evaluate the **organisational culture, values, stability, and reputation** within the industry.
 1. The organisation's mission and values align well with my personal beliefs and values.
 2. I am proud to work for the organisation.
 3. I have confidence in the long-term stability and future of the organisation.

Please rate this factor on a scale of 1 to 5.

Exercise

A top-down view of a dark grey desk. In the upper right, a white smartphone lies vertically. Next to it is a thin pencil. To the right is an open notebook with a pair of black-rimmed glasses resting on its pages. Below the notebook is a silver laptop keyboard. In the bottom right corner, a dark grey coffee cup is partially visible. A solid yellow horizontal bar spans the bottom of the image.

The Job Satisfaction Chart

- Open the **Job Satisfaction calculation** Excel document
- Evaluate **54 statements** across the **six key factors**
- Choose from the **dropdown** options:
 - Strongly agree, agree, neutral, disagree, strongly disagree
- Excel will **automatically** calculate your scores and generate your Job Satisfaction Chart

Reflection

As you wait for other colleagues to complete the "Job Satisfaction" self-assessment, please take a moment to reflect on your scores using the following questions:

Consider the areas where you scored the highest. What **specific factors** contribute to your satisfaction in these areas? How might you **apply similar strategies** to enhance other aspects of your job?

Look at the areas where you scored lower. Identify **potential changes** or **improvements** you would like to see. How could **implementing these changes** improve your overall job satisfaction?

A top-down view of a workspace on a dark, textured surface. In the upper left, a white smartphone lies vertically. To its right is a thin pencil. Further right is an open notebook with a pair of black-rimmed glasses resting on its pages. In the lower right, a portion of a silver laptop keyboard is visible. At the bottom right corner, there is a dark, circular object, possibly a coffee cup or a container. The overall lighting is soft, creating subtle shadows.

Tips and Resources



CAREER



TIPS

THURSDAY

Topics



The Work Itself



Identifying your skills, competencies and strengths (28 April 2022)

Manage your career according to your strengths (30 March 2023)

Dealing with your saboteurs to manage your career (27 April 2023)

[How to find the person who can help you get ahead at work](#) by Carla Harris

[8 secrets of success](#) by Richard St. John

Manager and Teams



**Psychological safety at work:
managing expectations with
colleagues (26.09.2024)**

[Why good leaders make you feel safe](#) by Simon Sinek

[How to turn a group of strangers into a team](#) by Amy Edmondson

[Forget the pecking order at work](#) by Margaret Heffernan

[The walk from “no” to “yes”](#) by William Ury

The Job Offer



**How to deal with difficult questions
in interviews (28 October 2021)**

[Know your worth, and then ask for it](#)
by Casey Brown

Work/Life Rebalance



Resilience from a career perspective (Sessions I and II) (26 October 2024 and 30 November 2024)

[How to make stress your friend](#) by Kelly McGonigal

[How to make work-life balance work](#) by Nigel Marsh

The Future



How to develop your own career path (29 September 2022)

Finding your ikigai for career satisfaction (25 January 2024)

[The puzzle of motivation](#) by Daniel Pink

[The career advice you probably didn't get](#) by Susan Colantuono

The Organisation



Clarifying your work values to gain career satisfaction (24 February 2022)

Understanding what motivates and drives you at work (31 March 2022)

[Why do we do what we do](#) by Tony Robbins

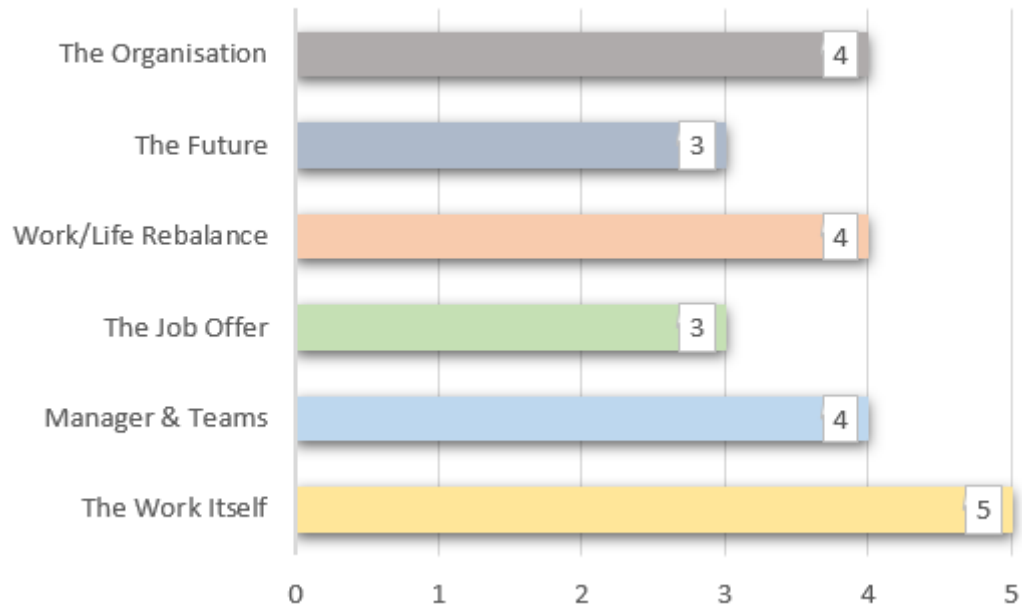
[2 questions to uncover your passion -- and turn it into a career](#) by Noeline Kirabo

[What makes a good life? Lessons from the longest study on happiness](#) by Robert Waldinger

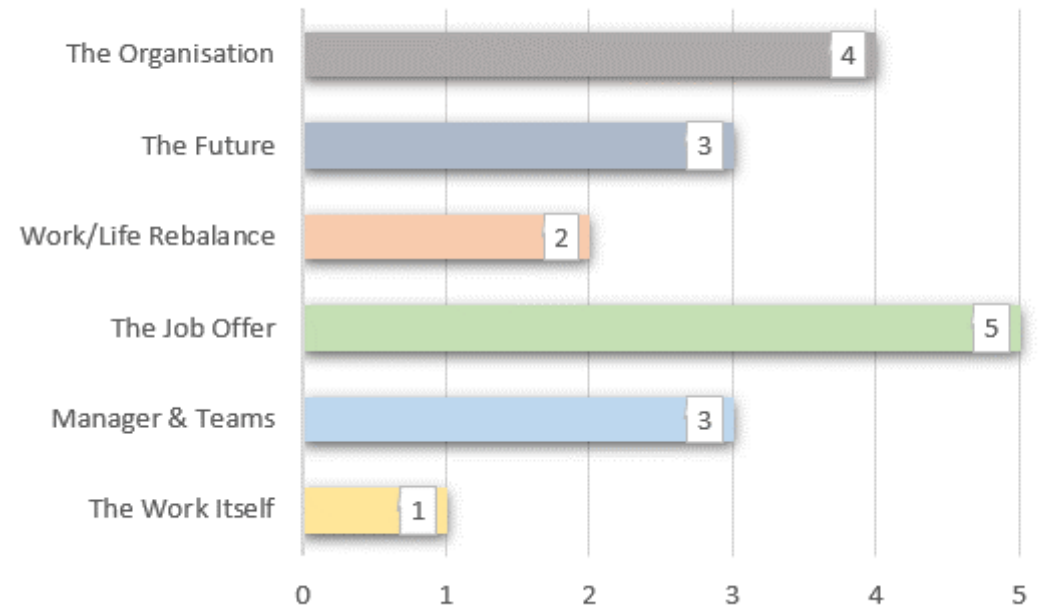
Evaluating Job Offers

Poll: Would you consider leaving your current job to accept a new job offer?

Job Satisfaction - Current Job



Job Satisfaction - Job Offer



Promotion

UN Secretariat (Geneva)

- [CLM annual calendar of activities](#)
- [CLM website](#)
- [Career Tips Thursday](#)

UN Secretariat (UNHQ)

- [HR portal:](#)
 - [Your learning](#)
 - [Your career](#)
 - [Knowledge gateway](#)

IAEA in Vienna

- [My Learning Hub](#)
- [Career Management Initiative](#)

UNDP

- [Talent Hub](#)
- [Plan your career journey](#)
- [Mentoring, Virtual Missions and more on Fuel50](#)

UNICEF

- [Agora\(open to all\)](#)
- [Unicef Careers](#)

UNV

- [eCampus](#)
- [UN Volunteer learning plan](#)
- [UNV Learning Portfolio](#)

UNIDO

- [Organizational Learning](#)
- [Adaptability Assessment \(AQ\)](#)



Do you have any questions?

Participant Survey: Career Tips

Thursday



Feedback

<https://forms.office.com/e/44zYk1gKwA>

Upcoming CTT sessions in 2024

27 June

How to use **LinkedIn** for career progression

26 September

Psychological safety at work: managing expectations with colleagues

31 October

Using the **DISC assessment** to boost your career