



Your Career is more than your next job

A strengths-based approach for managing your career

Today's hosts



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House Keeping 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: Inter-Agency Career Week webpage



Agenda

Together, we will:

- Increase our own **self-awareness** as a starting point for effective career management
- Use a simple tool to prioritize our **work values**
- Be more aware of how to use our **strengths strategically**
- Use a tool to align our career goals to our **strengths, values and most important needs.**

To start...

**How clear are you on where you want to
be in your career in 5 years' time?**

From this...



To this



How to make sense of it all?



Define a strengths-based career plan

1. **Start from your values and strengths**
2. Consider the possibilities (short – medium – long term)
3. Define the expectations
4. Be honest in considering your “fit”
5. Define an action plan/learning strategy
6. Identify the support you need/network
7. Evaluate where you are / your progress

Your values



Your values

Organizational Values

Define the principles and ethics that guide an organization's culture, decision-making, and behavior.

Personal Values

Drive your everyday actions and beliefs, shaping how you interact with others and make decisions.

Work Values

Help you stay engaged, motivated, and productive at work.

Needs

Fundamental conditions that must be met for well-being, growth, and effectiveness.





Discovery tool #1

The Career Values Card Sort

Reflections

- Did you learn anything new about yourself?
- Are you able to manifest the most important values in your current work?

Drivers of engagement at work



Yesterday
Job Security
Salary
Productivity
Status

Today
Purpose
Recognition
Wellbeing
Development

What helps you
*gain respect,
recognition,
purpose, growth
and happiness ?*



Recognizing your strengths: The 4 “Es”

Energy

Ease

Excellence

Entertainment



Your strengths in practice: Example 1

I am eager to apply for the Data Analyst position at *Wow! Technologies*.

With a strong foundation in data analysis, statistical modeling, and visualization, I am eager to contribute my skills to support data-driven decision-making. I have extensive experience working with large datasets, using tools like SQL, Python, and Tableau to extract insights and present recommendations.

I look forward to the opportunity to bring my analytical expertise to your team.

Your strengths in practice: Example 2

I am eager to apply for the Data Analyst position at *Wow! Technologies*.

With a strong sense of accountability, I take pride in delivering work that is accurate, reliable, and insightful—knowing that well-informed decisions can shape outcomes. My passion for this field keeps me continuously learning, adapting, and striving to turn data into valuable strategies.

With a strong sense of responsibility, I ensure that every analysis I conduct using SQL, Python, and Tableau is not only accurate but also meaningful and actionable.



Discovery tool #2

How to identify your strengths

Reflections

- How was this reflection for you?
- Did you learn anything new about yourself?



Discovery tool #3

The values/strengths/needs matrix

Bringing it all together

“A strong, fulfilling career is not about chasing your next job.

It's about understanding yourself—your strengths, your values, and your needs—and making intentional choices that align with them”.





UN Inter- Agency Career Week 2025 Agenda

16 - 20 June



	Monday, 16 June	Tuesday, 17 June	Wednesday 18 June	Thursday 19 June	Friday, 20 June
03:00-04:00 (New York) 09:00-10:00 (Europe) 11:00-12:00 (Nairobi) 15:00-16:00 (Bangkok)	Pres (E) - Embracing Your Career Journey in a VUCA World - Unlocking the Power of Learning Agility	Pres (E) - Your career is more than your next job	PD (E) - Career Conversations with colleagues on Inter-Agency mobility	Pres (E) - Skills for the Future of Work	Pres (E) - NextGEN Talent Acquisition: Insights from Recruiters
04:30-05:30 (New York) 10:30-11:30 (Europe) 12:30-13:30 (Nairobi) 16:30-17:30 (Bangkok)	Pres (E) - Charting your Blue Ocean: Identifying Emerging Opportunities and In-Demand Roles	PD (F) - Conversation de Carrière (Parcours Leadership)	Pres (E) - Navigating Inter-agency moves: key questions to consider	PD (F) - Conversations de carrière avec des collègues sur la mobilité inter-agences	Pres (E) - Demystifying Job Searching in the UN System
06:00-07:00 (New York) 12:00-13:00 (Europe) 14:00-15:00 (Nairobi) 18:00-19:00 (Bangkok)	Clinic (F) - Optimisez votre PHP : Clés pour une Candidature Réussie	Clinic (F) - Entretien basé sur les compétences pour les candidats	Clinic (F) - Réseautage Stratégique : Créer des liens, créer des chances	Pres (E) - Your application and the process	PD (E) - Recruitment for Global Impact: Insights from Non-Governmental Organizations
07:30-08:30 (New York) 13:30-14:30 (Europe) 15:30-16:30 (Nairobi) 19:30-20:30 (Bangkok)	Clinic (E) - Successfully crafting your Personal History Profile / P11	Clinic (E) - CBI for applicants	Clinic (E) - Demystifying Networking for Career growth	Clinic (E) - Career Pivot into the Private Sector	PD (E) - How Volunteering Shapes Future Careers
09:00-10:00 (New York) 15:00-16:00 (Europe) 17:00-18:00 (Nairobi) 21:00-22:00 (Bangkok)	Keynote Speakers (E) - Pursuing your Success : Skills for Career Development	Keynote Speakers (E) - Unlocking Career Potential: The Power of Continuous Learning and Training	Keynote Speakers (E) - A holistic approach to career development	Keynote Speakers (E) - Onto the Balcony: Leadership Insights from a Personal Journey	Keynote Speakers (E) - Keynote Address by David Bearfield (UNDP)
10:30-11:30 (New York) 16:30-17:30 (Europe) 18:30-19:30 (Nairobi) 22:30-23:30 (Bangkok)	Pres (E) - Your Personal Journey	PD (E) - The Leadership Equation: Integrity, Innovation, and Impact	PD (E) - Getting into the international professional category - Moving to a different UN Organization	PD (E) - Career Conversations with colleagues on Interns and Fellows	Pres (E) - Creating Your Personal Learning Strategy
12:00-13:00 (New York) 18:00-19:00 (Europe) 20:00-21:00 (Nairobi) 00:00-01:00 (Bangkok)	Pres (S) - El CV como herramienta de impacto	Pres (E) - Branding from the Inside Out: Authenticity and EQ in Action	Clinic (S) - Desmitificando el Networking para el Crecimiento Profesional	Pres (E) - From Federal to Civilian: Resumes & Job Search Strategies	Clinic (S) - CBI para solicitantes
13:30-14:30 (New York) 19:30-20:30 (Europe) 21:30-22:30 (Nairobi) 01:30-02:30 (Bangkok)	Pres (E) - A Mind-Blowing Tour of AI Tools to Accelerate Your Career	PD (S) - Voces de Impacto: Liderazgo que Transforma	Pres (E) - Resilience and Adaptability in times of change: "Bending without breaking"	PD (E) - Navigating and supporting the careers of women in the UN system	Pres (E) - CV writing - transforming tasks into achievements
15:00-16:00 (New York) 21:00-22:00 (Europe) 22:00-22:00 (Nairobi) 02:00-03:00 (Bangkok)	Pres (S) - Entrevistas de trabajo eficaces en el sistema de las Naciones Unidas	Pres (E) - Effective Interviewing Skills in the UN	Pres (S) - Cómo completar un perfil para solicitar un puesto de manera efectiva	Pres (E) - Step Into your Future: How to set big goals and unlock your potential as a leader	Pres (E) - Reset and Recharge: Reconnecting with what grounds us



THANK YOU! MERCI ! ¡GRACIAS!

The presentation, recording and other resources will be shared on our dedicated Inter-Agency Career Week Page.

Please fill out the [Evaluation Survey](#). Your feedback matters to us!

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Discovery tools

Your top strengths

Think about what tasks or activities you perform with Ease, Excellence, Energy and Enjoyment during a typical workweek. Make a short list of these tasks.

-
-
-
-
-

“ When you are doing the task or activity that brings you joy and energy, what strengths or talents are you using? What makes it great for you?



In your best moment, what talent do you use the most to **get things done**?*

Select two from the list. You can add more at the end.

- ☐ I am very organized
- ☐ I am disciplined
- ☐ I remain focused
- ☐ I believe in what I do
- ☐ I can solve problems
- ☐ I'm detail-oriented
- ☐ I can prevent risks
- ☐
- ☐

In your best moment what talent do you use the most to **generate ideas, think strategically, plan or solve problems?***

Select two from the list. You can add more at the end.

- ☐ I analyze data/ information
- ☐ I take time to reflect
- ☐ I identify all options
- ☐ I think creatively
- ☐ I can learn easily
- ☐ I can bring innovation
- ☐ I am fact-oriented
- ☐
- ☐

In your best moment, how do you best **relate to others** in a way that helps you achieve your success?*

Select two from the list. You can add more at the end.

- ☐ I connect easily
- ☐ I am very inclusive
- ☐ I am empathic
- ☐ I care
- ☐ I am flexible
- ☐ I bring positivity
- ☐ I build consensus
- ☐
- ☐

In your best moment, how do you **influence others, or get them onboard**?*

Select two from the list. You can add more at the end.

- ☐ I communicate easily
- ☐ I have charisma
- ☐ I make decisions easily
- ☐ I can drive to action
- ☐ I like healthy competition
- ☐ I maximize results
- ☐ I am goal-oriented
- ☐
- ☐

Work Values

Do the Career Values Card Sort on [this](#) webpage, and indicate here the most important work values for you:

- | | | |
|--|---|--|
| <input type="checkbox"/> Achieving outcomes | <input type="checkbox"/> Detailed work | <input type="checkbox"/> Logical thinking |
| <input type="checkbox"/> Analytical thinking | <input type="checkbox"/> Efficiency | <input type="checkbox"/> Predictability |
| <input type="checkbox"/> Being innovative | <input type="checkbox"/> Financial reward | <input type="checkbox"/> Solving problems |
| <input type="checkbox"/> Being valued | <input type="checkbox"/> Flexibility | <input type="checkbox"/> Taking responsibility |
| <input type="checkbox"/> Career progression | <input type="checkbox"/> Helping others | <input type="checkbox"/> Taking risks |
| <input type="checkbox"/> Challenging work | <input type="checkbox"/> Integrity | <input type="checkbox"/> Team work |
| <input type="checkbox"/> Change and variety | <input type="checkbox"/> Leading others | <input type="checkbox"/> Work autonomy |
| <input type="checkbox"/> Communicating with others | <input type="checkbox"/> Learning | <input type="checkbox"/> Working with data |

The Strength / Values / Needs Matrix

Cross-check every career goal with your strengths, work values and needs. (Please note that it might be difficult to find a career goal that meets all your criteria. Therefore, try to prioritize what is most important to you.)

Career Goal	My strengths	My work values	My needs
	1. ... 2. ... 3. ...	1. ... 2. ... 3. ...	

Guiding questions:

- How can my top strengths be used to achieve this career goal?
- Does this career goal align with my most important values? Does it meet my important needs?