Optimizing Career Engagement Across All Life Roles

Presented by:

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Key Ideas

- Understanding “Engagement”
- Exploring Life Roles
- Tips for Optimizing Engagement Across All Life Roles
A Global Community in Action
What words describe how you are feeling, right now?
UNDERSTANDING “ENGAGEMENT”
“The harnessing of organisation members' selves to their work roles; in engagement, people employ and express themselves physically, cognitively, and emotionally during role performances”

~ William, A. Kahn, 1990
Approaches to “Engagement” in the Literature

- Needs-Satisfying
  - Role Performance

- Burnout-Antithesis
  - Engagement as Opposite to Burnout

- Satisfaction-Engagement
  - Job Resources

- Multidimensional
  - Cognitive, Behavioural, and Emotional Factors Related to Job/Organization

Source: Shuck (2011)
CAREER ENGAGEMENT

“The current emotional and cognitive connection to one’s career; it is a state in which one is focused, energized, and able to derive pleasure from activities linked to work and other life roles.”

~ Pickerell & Neault, 2016
A CONCURRENT EXPERIENCE
The Factors

Challenge
- Motivating Work
- Meaningful Opportunities

Capacity
- Resources
- Relationships
- Workload
- Wellbeing
- Fit
In considering your current state of challenge and capacity, where do you most often find yourself?

![Bar Chart]

- Disengaged through Overwhelmed: 2
- Overwhelmed: 8
- Slightly Overwhelmed: 19
- Engaged: 14
- Slightly Underutilized: 19
- Underutilized: 10
- Disengaged through Underutilized: 2
EXPLORING LIFE’S ROLES
Please list all the roles you are currently juggling.
Super’s Career Life Rainbow

Source: https://executiveresumerescue.com/balancing-your-job-search-with-the-rest-of-your-life/
TIPS FOR OPTIMIZING ENGAGEMENT ACROSS ALL LIFE ROLES
APPLICATION

Career Engagement Interventions

Individual
Supporting Personal Career Engagement

Influencers
Maximizing Engagement

Systems
Embedding Career Engagement Practices
1. GET CLEAR ON ALL YOUR ROLES
2. CONSIDER YOUR OVERALL SENSE OF ENGAGEMENT
3. RECOGNIZE WHEN THERE IS TOO MUCH, OR TOO LITTLE, CHALLENGE
4. KNOW WHAT’S IN YOUR CAPACITY TO GIVE, AND ACCESS EXTERNAL RESOURCES
5. TAKE A HOLISTIC APPROACH
6. CONSIDER YOUR LONG-TERM PRIORITIES
7. BE SPECIFIC
8. REMEMBER, IT’S NOT ALL "ON YOU"
9. UNDERSTAND ENGAGEMENT AS AN INDIVIDUAL EXPERIENCE
10. BE KIND TO YOURSELF
Thank you

Questions?