

Optimizing Career Engagement Across All Life Roles



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Key Ideas



Understanding "Engagement"

Exploring Life Roles

Tips for Optimizing Engagement Across All Life Roles

UNDERSTANDING “ENGAGEMENT”

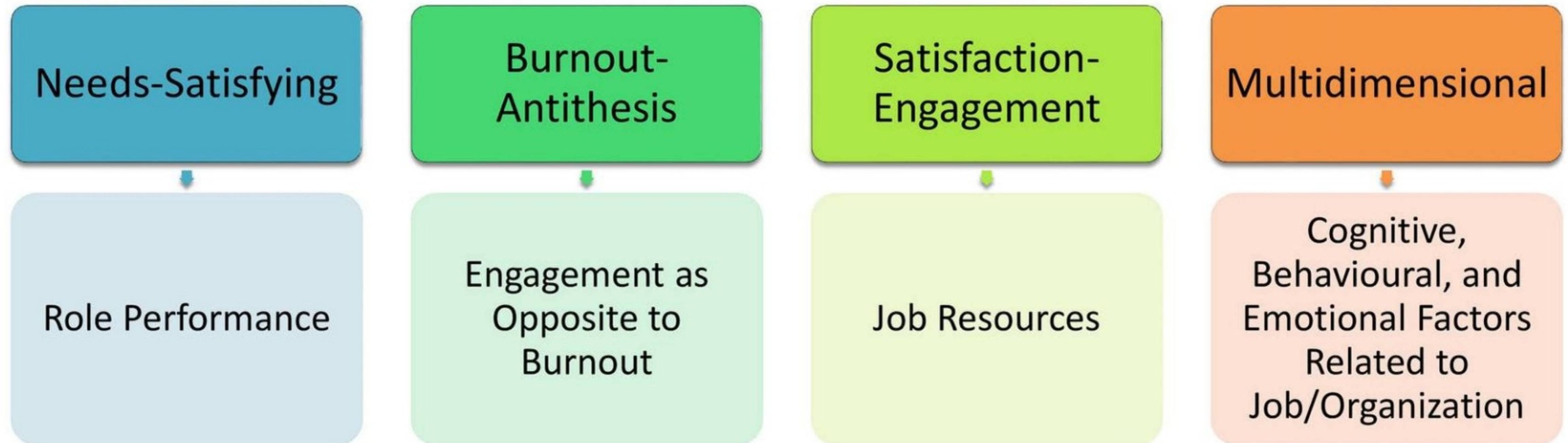


“The harnessing of organisation members' selves to their work roles; in engagement, people employ and express themselves physically, cognitively, and emotionally during role performances”

~ William, A. Kahn, 1990



Approaches to “Engagement” in the Literature

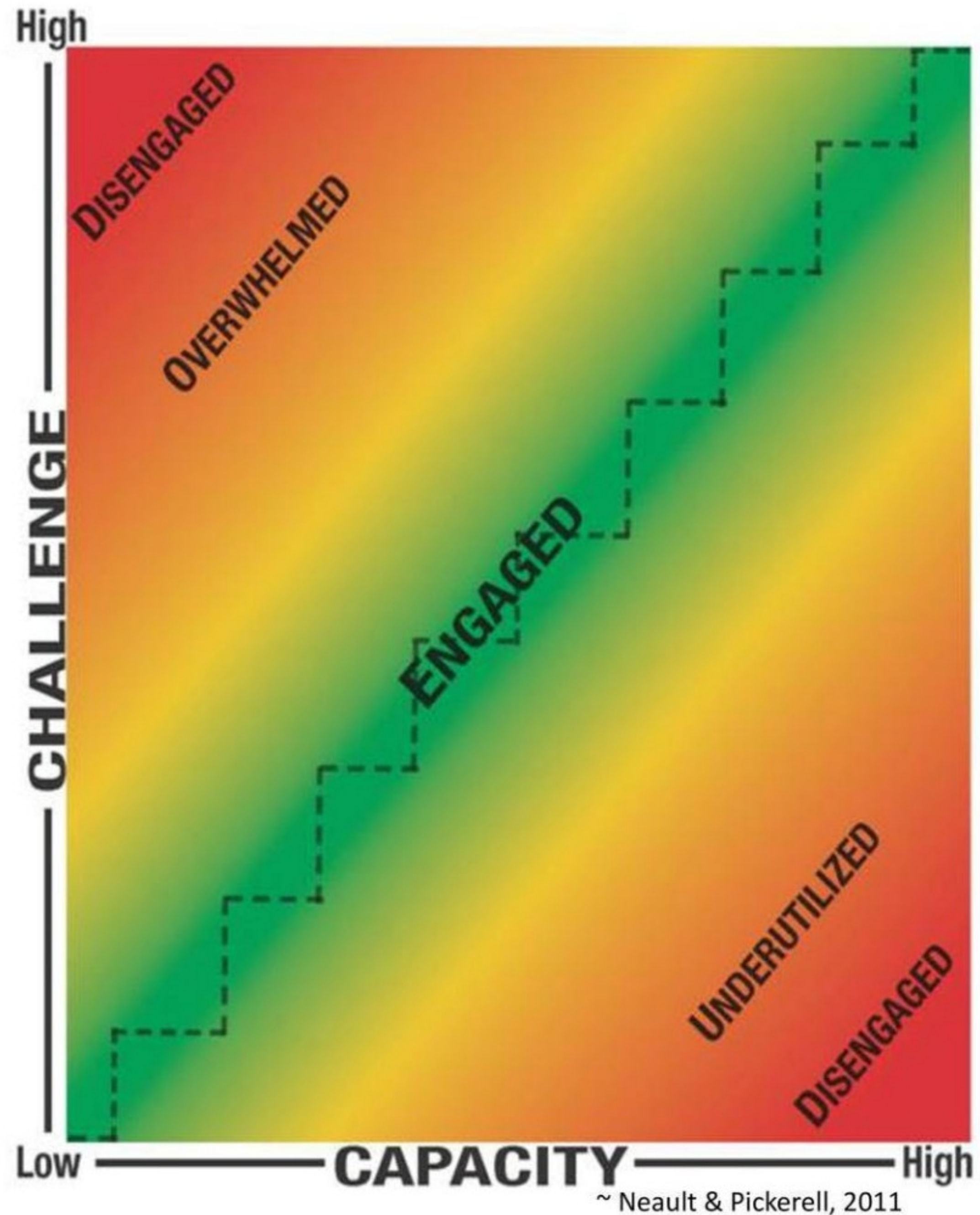


Source: Shuck (2011)

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



~ Neault & Pickerell, 2011



A CONCURRENT EXPERIENCE

The Factors

Challenge

Motivating Work

Meaningful Opportunities

Capacity

Resources

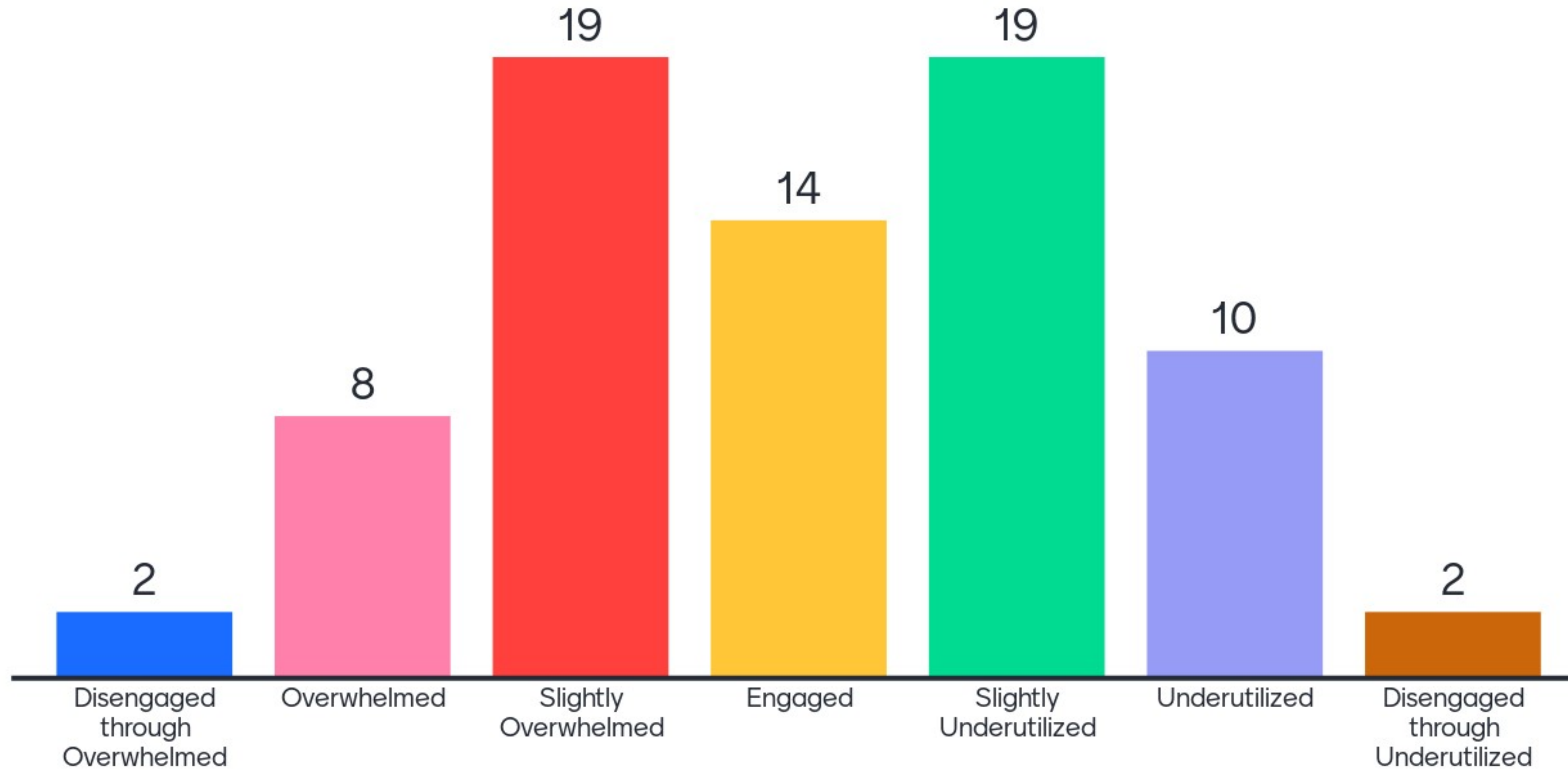
Relationships

Workload

Wellbeing

Fit

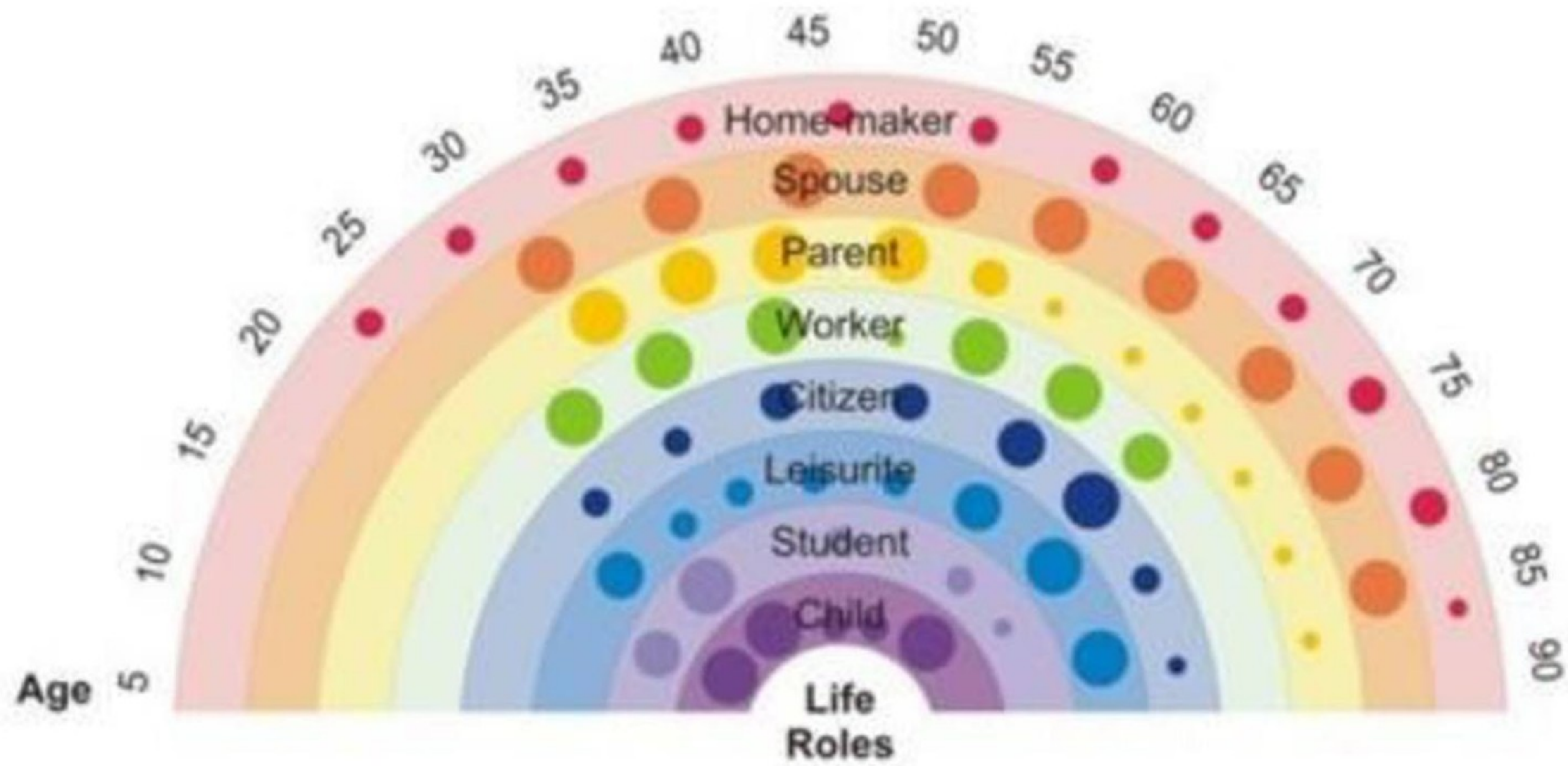
In considering your current state of challenge and capacity, where do you most often find yourself?



EXPLORING LIFE'S ROLES

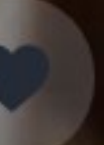


Super's Career Life Rainbow



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



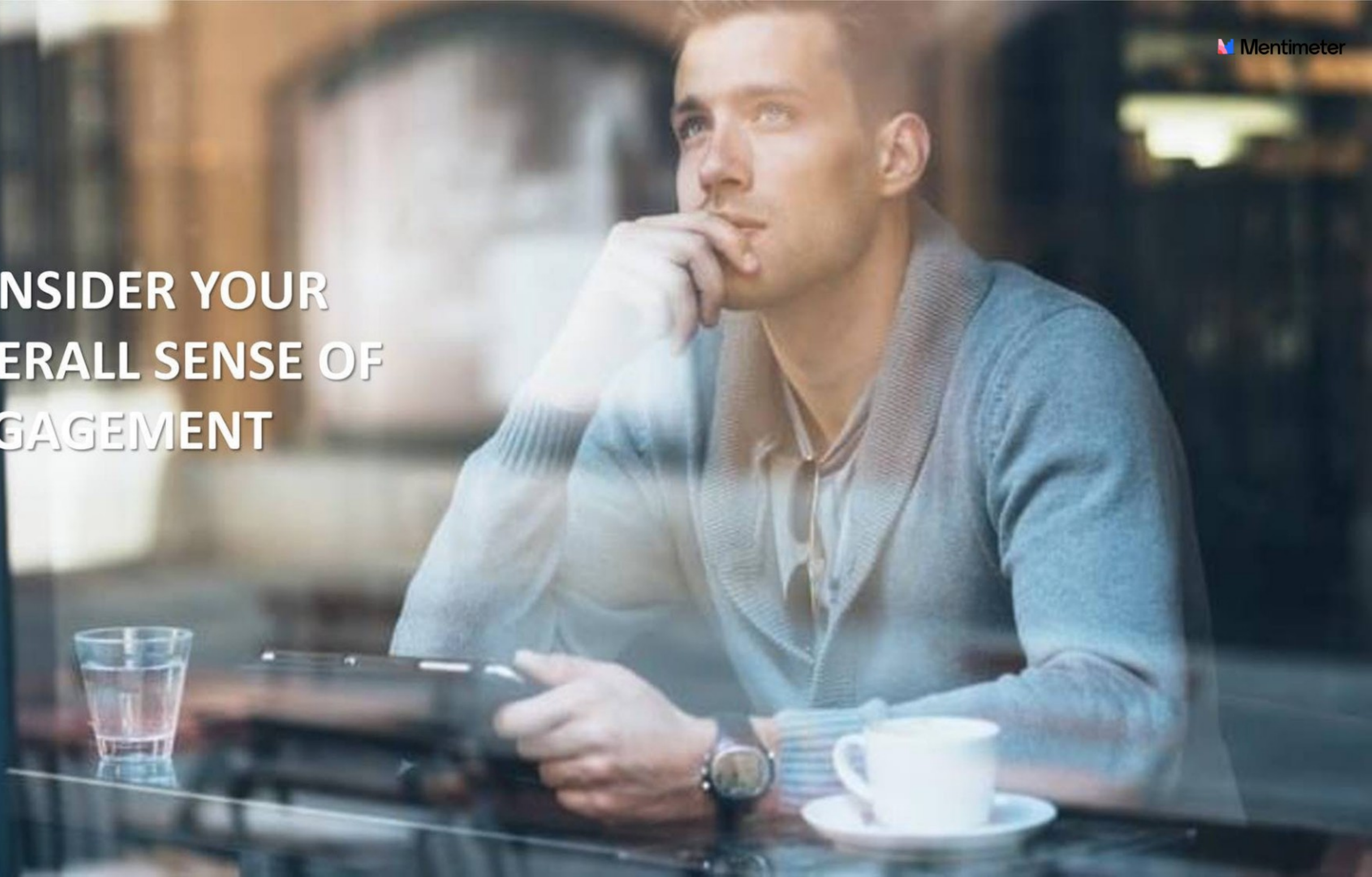
Systems

Embedding Career
Engagement Practices

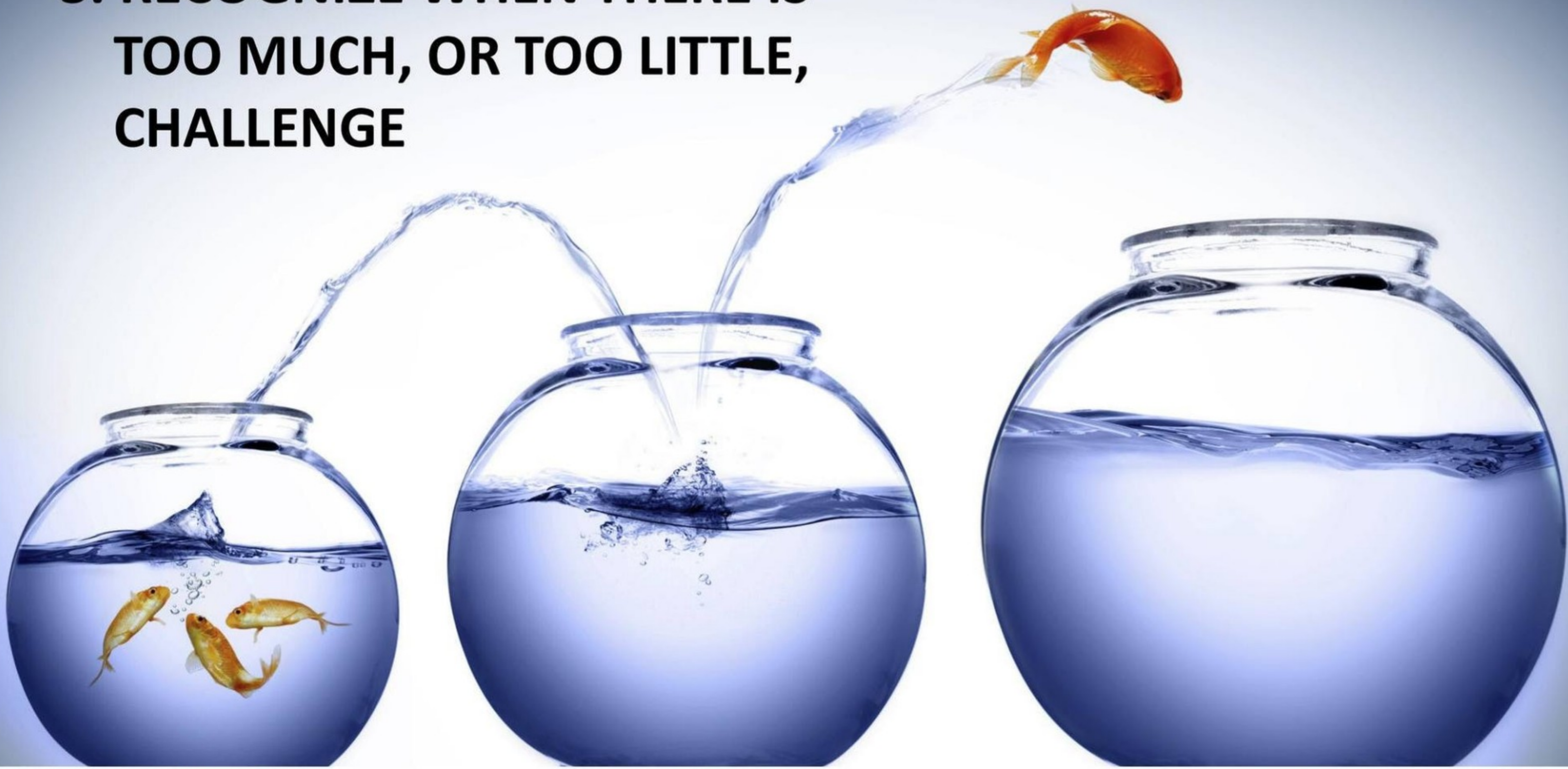
A man and a woman are sitting on a grassy lawn in a park. The man is on the left, wearing a grey blazer and a dark tie, looking towards the woman. The woman is on the right, wearing a white blazer and a dark skirt, looking back at the man. They appear to be in a conversation. The background is a lush green park with many trees, and the lighting suggests it's late afternoon or early morning, with a warm, golden glow. The text "1. GET CLEAR ON ALL YOUR ROLES" is overlaid at the bottom of the image.

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?