

Your career in times of change



Organisational structures are changing at a rapid rate, accelerated by global influences, economic flux, evolving technology, changing regulations and competition. This constant change has meant that organisations now rarely provide careers for life, nor a hierarchical path for progression.

How does this environment of constant change impact you?

The turbulence of organisational change, career uncertainty and restructure can evoke the following responses in employees:

- Feelings of insecurity;
- Lower levels of job satisfaction;
- Reduced organisational commitment and trust;
- A decline in work engagement;
- Negative effects on psychological well-being and health;
- Increased career transition between organisations, roles and industry sectors.

So what can you do to counteract the impact and uncertainty of transition and change?

Employees who take the initiative to direct their own careers, maintain a broad social network, adopt continuous learning and are open to explore new roles, should not be viewed as a threat for the organisation.

Those with self-directed career paths have a more positive outlook and bring a richer array of skills and attitudes to the workplace. Individuals who remain focused on a self-directed career and are more adaptable and able to move across organisations, retain a greater sense of control and self-efficacy. Career planning allows an individual to feel better equipped to respond to organisational turbulence during periods of change and unknown futures.

How is your career plan progressing?