

Your Multidimensional Career

Joshua Personalized Report

Thank you for completing the Multidimensional Career Assessment. This report will offer personal insights into your current career development interests and priorities.

As you know, careers and career development have traditionally been defined in terms of promotions, moves, and/or title changes. Positions have historically been the currency of growth and advancement. And today that's a problem because:

- ▶ The typical hierarchical pyramid narrows, dramatically limiting opportunities to move up.
- ▶ There has been a thinning among the ranks of mid-level managers, leaving fewer levels to which to ascend.
- ▶ Fundamental changes have altered the workplace and how work gets done.
- ▶ People are living, working longer, and occupying boxes on the org chart for longer.

In most organizations, there are simply not enough new positions to accommodate everyone who might be interested in traditional growth. And this leaves many employees, perhaps like you, feeling they simply don't have the opportunities for growth that they crave.

That's why it's finally time to stop measuring careers against the artificial yardstick of new positions or titles. Beyond, between, and besides the upward climb toward promotions and mobility, there are many other ways to grow.

Get ready to discover a new definition of career development – one that's packed with possibilities, unbounded by the limitations of the org chart, and completely within your and your manager's control. While the climb up the corporate ladder may be outside of your sphere of influence, the Multidimensional Career Framework offers 7 other dimensions that you can develop anytime, anywhere.

The pages that follow will offer insights into these alternate development dimensions as well as your level of interest in each. Use this information to reflect upon your current growth goals – and prepare to have a thoughtful conversation with your manager about your career and the ways in which you'd like to develop it.

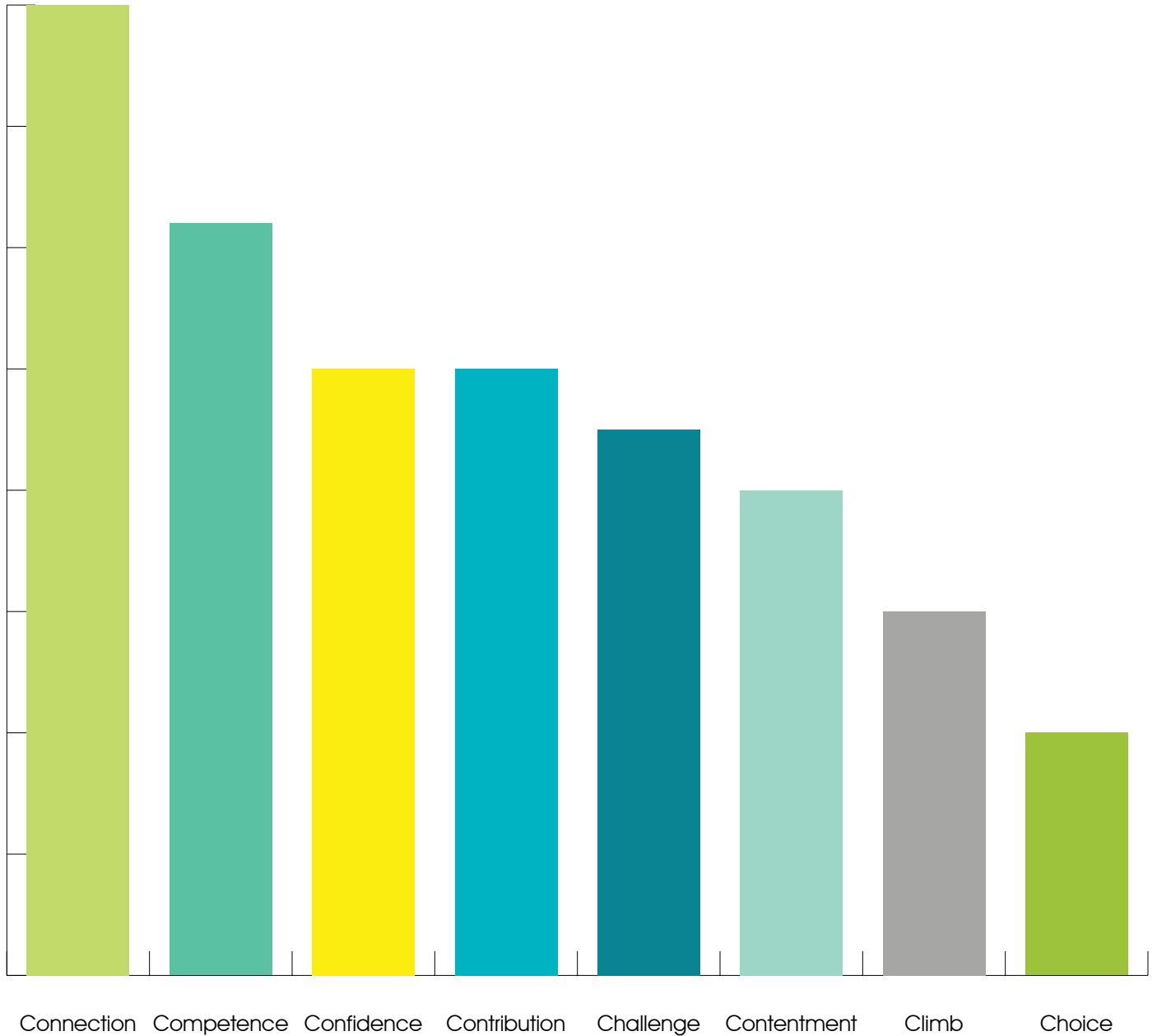


Your Results

The Multidimensional Career Framework is based upon over ten years of field research and an international research study of nearly 800 individuals. It offers a more expansive definition of career development and exponentially more opportunities for you to grow.

Summary

This chart displays your current level of interest in each of the development dimensions.



Dimension Analysis

Connection: Taking the steps necessary to expand and deepen your social networks, build productive relationships, cultivate a sense of community, or maybe enjoy greater visibility is of interest to you. This may be a development priority for you.

Competence: Intentionally developing the skills, knowledge, and capabilities you need to enjoy greater effectiveness, influence, and satisfaction today while ensuring continued relevance tomorrow is very interesting to you. This may be a development priority for you.

Confidence: You'd like to have a more consistent experience of 'I've got this' at work by cultivating a realistic understanding of and authentic appreciation for where your abilities and limitations lie. This may be a development priority for you.

Contribution: You're moderately interested in pursuing development by consciously making a difference – maybe by doing more, adding value, taking greater ownership, being of service, or aligning with your purpose.

Challenge: Your assessment responses indicated that you are only moderately interested in pursuing development by stepping into situations that allow you to stretch beyond what's known and explore new, different, and difficult experiences with a focus on growth and development.

Contentment: Finding within your current role a heightened sense of satisfaction, pleasure balance, and ease is only moderately interesting development option for you right now.

Climb: You have little interest in developing your career by making a move, assuming another position, being promoted, or advancing to the next level.

Choice: Exercising greater control over yourself, making meaningful choices and decisions related to your work, and enjoying greater levels of autonomy, independence, and flexibility is a less interesting development option right now.

The following page offers additional details about the development dimension that interests you most right now. Remember though that our interests change over time. So, return to this assessment and the Multidimensional Career framework regularly to check in with yourself and update your understanding of how you'd like to grow.



Connection is Your #1 Interest



In the past, 'connection' might have focused on slick networking techniques, clever elevator pitches, or ways to memorize names. But today, people are looking for more. We crave authentic, nourishing, supportive human connections – something that many have become painfully aware is missing in our lives and in our work. That's why many people – including you – are prioritizing cultivating a sense of connection to meet this need and to develop their careers.

Are you:

- ▶ Struggling to become oriented to a new organization, department, or team?
- ▶ Feeling stuck or stagnant?
- ▶ Craving access to new ideas, fresh thinking, and different perspectives?
- ▶ Wanting more visibility – either seeing more of the organization or being seen more?
- ▶ Aspiring to become a formal or informal opinion leader?

These are all cues that connection might be your best next career focus. As you cultivate new or different relationships, you'll have access to fresh perspectives and insights. As you tap into or develop your network and community, you can experience personal and visceral learning that can accelerate your growth and help you reach your career goals.

So, spend some time reflecting on connection. Consider the questions on the next page and, when you're ready, schedule a time to discuss your interest in this dimension with your manager. Work together to plan how to develop this dimension – and your career.

Want to learn more about the Multidimensional Career Framework and how to help yourself and your team grow beyond promotions, positions, and moves? Additional resources are available.

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Reflection—Connection Questions to Consider

1. What does connection mean to you?

I've never thought about "connection" at work before, so not really sure how to answer this. First statement (struggling to orient) really hit home.

2. How might enhancing connection(s) within the organization support your career development?

I get that it's important to meet people at BEST, but not really sure who to approach or if it's appropriate. Will they think I'm the creepy dude from Sales Support?

3. What goals do you have that can only be met through others?

Pretty much do my job in my own little cave. Kind of a loner, lol.

4. What strengths do you bring to connecting with others? What makes you feel awkward or uncomfortable when making connections?

Totally awkward at the "connecting" thing. Not really sure if it's ok to reach out to people. Have been so busy, didn't get to do the new employee cohort. Would they let me in now?

5. Which parts of the organization would you like to gain a deeper and more personal understanding of?

Pretty much any part of the organization. I'm still new and could learn a lot about any of the functions.

6. Who would you like to get to know? What would you like to learn from them and what value could you bring to them?

Recent Zoom call — Gov't regulations — intrigued. I think I could really help them do research, but they seem like they have it handled.