

Career Resilience

- The work model has changed:
 - 1970s (Parent-Child) – Companies offer job security for hard work, loyalty and performance
 - 2010 (Partner) – Companies emphasize worker employability
- No matter how prepared you are in knowledge and skills, there will be set backs
- 2010s are defining a whole new set of jobs. Evolution happening faster now and competition is increased

Career Resilience = Career Development + Career Self-Reliance

Job Titles and Marketplace Needs are Constantly Evolving

- **Typesetting** – Replaced by desktop publishing ~1990. Had a long run, beginning in the 1400's with the first printing presses. Thousands of people had their careers upset by this trend.
- **Secretarial Dictation** – Replaced by word processing, starting in the late 1980's as the cost of personal computers came down.
- **Punch Card Operator** – Replaced by personal computers/terminals ~1985. Punch card data entry employed tens of thousands.
- **Telex (TWX) Operator** – Replaced by the FAX machine ~1980.
- **Drafting Technician** – Replaced by Computer Aided Drafting (CAD) in the 1980's.

Occupational Outlook Handbook (OOH)

<http://www.bls.gov/oco/>

Projections data from the National Employment Matrix

Occupational Title	SOC Code	Employment 2008	Projected Employment 2018	Change, 2008-18	
				Number	%
Market and survey researchers	19-3020	273,200	350,500	77,200	28
Market research analysts	19-3021	249,800	319,900	70,100	28
Survey researchers	19-3022	23,400	30,500	7,100	30

You can use government sources to see what is projected for your industry over the next several years.



Find Trends

Find Jobs

what: job title, keywords or company

[Job Trends](#) > Major Industries

Major Industries

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Industry	Job Postings	Annual Change
Accounting	124,637	10%
Construction	85,515	-5%
Education	96,149	18%
Financial Services and Banking	206,042	13%
Healthcare	583,630	-1%
Hospitality	82,256	44%
Information Technology	257,392	6%
Manufacturing	80,992	13%
Media and Newspaper	33,083	18%
Real Estate	30,481	33%
Retail	285,661	35%

Indeed also publishes a list of jobs by industry. Find your industry and see if jobs are increasing or decreasing..

Watch Trends in your Industry and along your Career Path

- Changes in business have a ripple effect throughout many organizations
- Unrelenting pressure to cut costs, reduce cycle times, and deliver high quality products
- Competition heats up and seizes market share
- Consequences
 - Divestiture of unprofitable business units
 - Downsizing
 - The alteration of the lifetime employment contract that characterized old work

Becoming Career Resilient

- Manage your own career
- **You are the brand**
- Continually sense trends and their associated opportunities
- Upgrade your skill sets, and successfully marketing yourself
- Become a life-long learner

Resiliency Skills

- **Become change agile** Change is occurring at a rapid pace, and it will continue
- **Create Reserves** in both finances, marketable skills, and your social network
- **Look for ways to add value** If customers don't get the value they seek from one supplier, they'll simply go elsewhere
- **Become self-managing** Manage your attitude, maintain a sharp focus, and make the risky decisions
- **Act with a sense of urgency** Be clear about your priorities and execute decisively. This requires a willingness to be courageous in the face of ambiguity
- **Be in business, not busy-ness** Measure everything you do against the organization's business goals, and their own high standards

Resiliency Skills

- **Stand out while fitting in** Make unique contributions to the organization. Develop a skill set that is not easily replicated by dozens of other people
- **Don't get caught in the "wait and see" trap** Those who wait tend to be wishful thinkers or over-analyzers - be proactive
- **Raise the bar for your performance** Raise your work standards and force others to keep up with you
- **Let your strengths be the driver of your life and work** When we engage our strengths, we are more focused, committed, and passionate about what we do. We learn new skills related to our natural strengths more quickly and easily.

If you don't know what your strengths are, *discover them now, and put your energy into developing them*, because that is the place where extraordinary potential resides.