



Career Development Framework

Overview

Embarking on a journey of career development involves strategic planning and thoughtful execution. This guide outlines three crucial steps—Brainstorming, Goal Setting, and Implementing—to help individuals navigate their career paths effectively.

Brainstorming

Self-Assessment

- Identify strengths, weaknesses, interests, and values.
- Reflect on past experiences and accomplishments.

Research

- Explore various career options and industries.
- Gather information on potential career paths and job roles.

Networking

- Connect with professionals in desired fields.
- Seek advice and insights from mentors and peers.

Goal Setting

SMART Goals

- Specific
 - Define clear and specific career objectives.
- Measurable
 - Set criteria to track progress and success.
- Achievable
 - Ensure goals are realistic and attainable.
- Relevant: Align goals with long-term career aspirations.
- Time-bound: Establish deadlines for goal achievement.

Short-Term and Long-Term Goals

- Outline immediate objectives for skill development and career advancement.
- Define overarching goals for career milestones and achievements.

Implementing

Action Plan

- Break down goals into actionable steps.



- Prioritize tasks based on importance and urgency.
- Allocate resources and time effectively.

Continuous Learning

- Acquire new skills and knowledge through training and education.
- Stay updated on industry trends and advancements.

Adaptability

- Be flexible and open to adjusting goals and strategies.
- Embrace challenges as opportunities for growth.

Source

University of Tennessee Knoxville (n.d). *Career Development Plan*. University of Tennessee Knoxville. March, 2024, from <https://hr.utk.edu/wp-content/uploads/sites/56/2023/03/Career-Development-Plan.pdf>