

## Message from the President . . .



I have prepared the following article to allow everyone an opportunity to reflect on the fulfillment of their chosen career as well as how NALS can help you achieve the most with your professional growth and development.

### **CAREER CROSSROADS**

Many talk about changing their careers or wanting more from their current employer. The unique combination of the exceptional and the depth of our own psychometric assessment produces a profound catalytic effect on us. NALS invariably provides insight and detail with which our members assimilate the career and personal issues they face in life. You get to know yourself better, unearth dormant talents and qualities, have a better sense of direction, and as a result find the whole involvement a real confidence booster.

Where are you at in your career? Are you comfortable? Do you want change? Have you been forced out due to downsizing? Are you bored with your current position? Are you feeling unappreciated from your current employer? Well, it's time that you fully evaluate yourself and the direction that you want to take in life. This would require you to fully assess your own net worth. How do your skills, achievements, and position fit with the technology of today? If you find yourself out of touch, this can be accomplished through our NALS association with its educational opportunities and networking to gain the most out of your professional growth.

Hey, are you maximizing your talents and abilities? If not, we all should! Aim at nothing and you will hit it every time. People in their first decade of working life will face decisions that will have a profound effect upon the rest of their careers. This is the period when any doubts or problems need serious analyzing and rectifying in order to pave the way forward for those solid career foundations.

Essentially, it's a time to take stock, consider your options, review your progress and assess your current position and plan for the future. It comes as no surprise, therefore, that this NALS association attracts our most diverse and demanding group who need to know that they are on the right track from those with and without college degrees. For the serious career builder, you can obtain NALS certification and you will come away with a renewed confidence and determination that comes with knowing who and where you are in life. After all, we have great achievers in the Detroit Chapter like Vernelle Jean Collins, PP, PLS, Sharon Oke, PLS, and Cindy Taylor, PLS. Yes, those ladies achieved their certification through NALS. They can give you direction on ways toward achieving certification. Those nagging questions have been answered and you can now look to the future with your own unique pragmatic plan of action.

## **Career Development**

You might fulfil the job you do, but how fulfilling is what you do? After the first ten years or more of our working life, we need to make the most of our future prospects by building on valuable training and experience gained so far while perhaps accommodating new life-work balance considerations. Many of us have built highly successful careers and now want to take stock. Others feel they need to make a fresh start or put something back into society in a completely new role for reasons that may have been forced upon them or because their personal circumstances and life-values have changed for them.

NALS helps to review your progress from a standpoint that you can evaluate the less successful aspects of your career as well as the achievements. At this stage, pinpoint changes in your attitude, values, and definition of achievement.

## **Career Management**

Your success will be your greatest achievement. A career is a very individual journey. Sometimes, we follow a path wherever it leads us; at other times, however, we come to a point which causes us to step back and consider where we are going in life. At such times, NALS can help to:

1. Reflect on your skills, personalities, strengths, preferences, and accumulated experience taking a snapshot of where our skills are now and what we have to offer.
2. Clarify future career options and evaluate these in the light of an individual's life objectives, striking the best balance between career goals, and the need for personal fulfilment.
3. Develop and refine a personal marketing campaign, learning how to identify career opportunities whether advertised or not; networking and interviewing skills; and producing compelling achievement-based CV's.
4. Research the recruitment market and act as an intermediary in introducing career opportunities through an extensive network of recruiting organizations.
5. Every career watershed presents different personal challenges. We should always begin with a comprehensive review of our current situation to appropriately assess our chosen career.

## **Assessment**

You should assess your aptitude, personality, values and beliefs, motivation, and occupational interests to quantify individual preferences, strengths, and weaknesses. The goal is to decide what you will aim for in the next stage of your career. At this stage, you will have a better sense of direction that you wish to take in your life.

### **Questions to consider:**

1. Am I really happy in my current job? If not, why not?
2. Am I using all my talents, abilities, experience, and qualifications to the fullest? Could my skills be better utilized in a completely different role? If so, how?
3. Am I genuinely doing the right kind of work for myself?
4. Am I actively involved in NALS?

5. Am I in the correct role?
6. Do my employer's goals and values correspond with mine?
7. Should I take that promotion? Why am I hesitant?
8. Am I working at the correct level?
9. Do I learn from and respect my boss and my colleagues?
10. Am I progressing as I think I should?
11. Am I happy and successful at work? Is this success recognized?
12. Am I still getting the same personal fulfillment from my current choice of work?
13. Am I getting new opportunities?
14. How can I now accelerate my career progression?
15. Am I now working in an organization that's the right size for me?
16. Do I have the quality of life I really want?
17. Should I re-train or update my qualifications?
18. Do I need new challenges and opportunities – how can I find them?
19. Could I start my own business?
20. I have never had much time to pursue my out-of-work interests. How could I convert these interests into a new working life that would be more personally rewarding?

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