

THE LONG VIEW

CAREER MATH

5 Things You Need To Know To Build A Career Plan:

1. Careers last a long time, and there are three stages (Start strong, Reach High, Go Far)
2. Fuel is important, if you don't take on fuel you won't make it through 45 years
3. Careers are built through a skillful investment of time (work / life balance)
4. Careers do not progress in linear, expected ways (you must remain in learning and discover mode throughout all stages) – combination of planning and delightful good luck
5. A career is more than a job, it's a big part of life – setting strategies to see how your career fits into your larger life ambitions

There are some things we can do together to bring your career plan to life, we're going to start with some math... **Take the number 62 and deduct your current age:**

START WITH THE NUMBER 62	62
SUBTRACT YOUR CURRENT AGE	— _____
<hr/>	
TOTAL = Years until early retirement	_____ years

That's the number of years you have until early retirement... so you need a lot of fuel. The purpose of the Career Inventory is to help you take stock of the major career assets that you currently have onboard. Think about the three major types of fuel for your career:

- **Transportable Skills**
- **Meaningful Experiences**
- **Enduring Relationships**

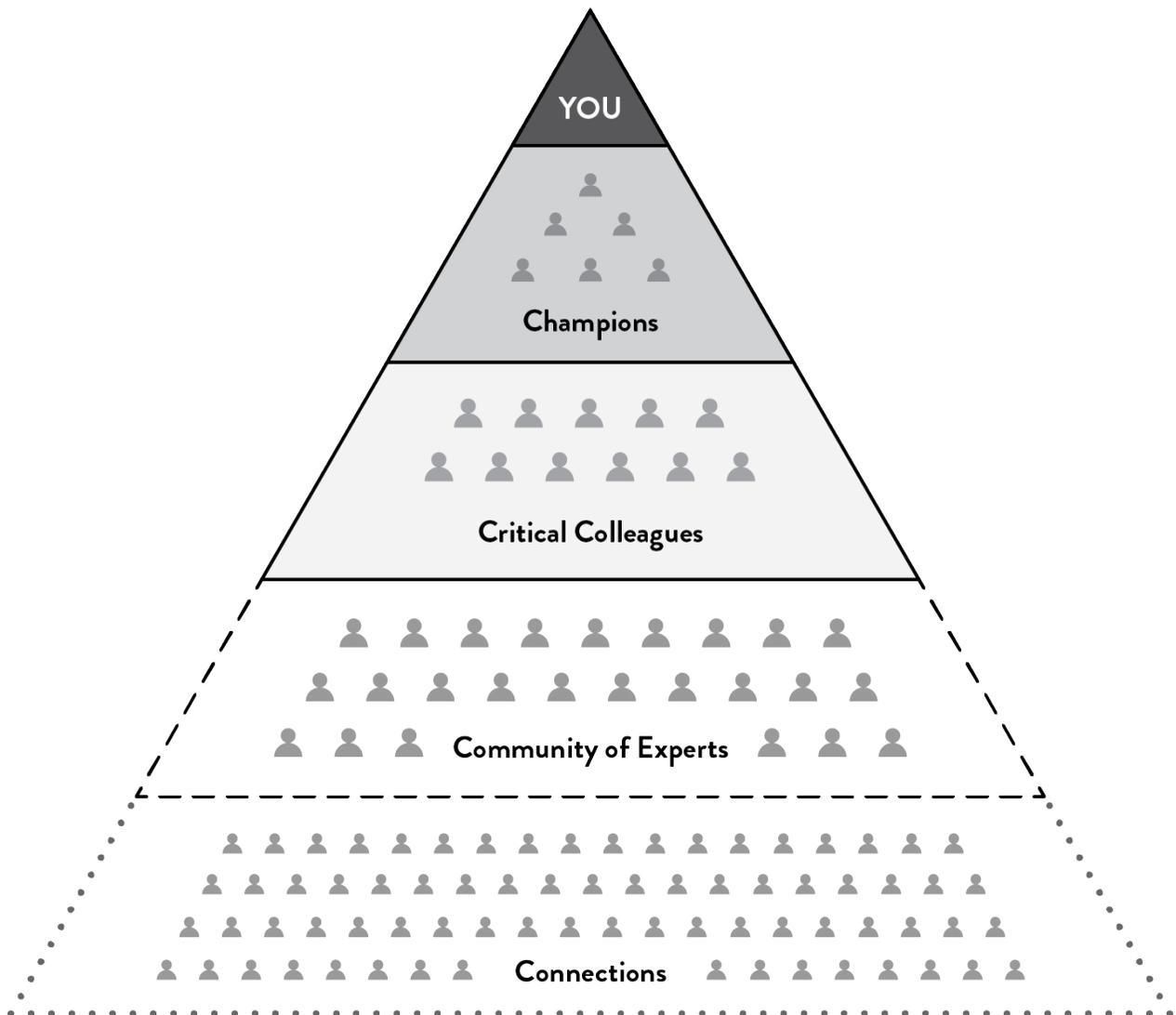


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CAREER INVENTORY

FUEL #3—ENDURING RELATIONSHIPS AKA YOUR CAREER ECOSYSTEM

Over time, each of us becomes surrounded by an ecosystem made up of the key people and communities who strongly influence our career destinies. I encourage people to periodically take stock of their career ecosystem and make sure that they are creating the right kind of support around them. There are many layers to a career ecosystem, and they extend far beyond your current job and employer.



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CAREER INVENTORY

1. **CONTACTS:** Contacts are the raw, unrefined ingredients for the ecosystem—the LinkedIn contacts, e-mail addresses, alumni association members, co-workers, etc. who enter our lives. Periodically, size up your own collection of career connections. Are you making new connections? Are you keeping the database fresh and up-to-date? Are you benignly losing touch with people in your network that you respect? What is the approximate number of contacts you have in each platform?

- LinkedIn _____
- Facebook _____
- Twitter _____
- Instagram _____
- Personal e-mail directory _____
- Other social platforms / networks _____
- Alumni associations you belong to (schools/past employers, etc.) _____

- Other membership groups or industry associations

- Any other major contacts that might have impact on your career—today or someday



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YOUR TURN: Map out your career ecosystem at least once per year. Write down the key relationships you have earned across all four layers—connections, community of experts, critical colleagues, and champions. Which relationships are bringing you the most value in your professional career? Which ones are withering away? Which ones offer you the best opportunities to give and to grow? Were there any surprises? Are there any areas that are lacking, or relationships that are underdeveloped? The key to managing these relationships is to do it with intention, and not just blindly reach out to hundreds of people.

