

# Career dreams through our living

[Business](#), [Career](#)



We begin to think about our careers in early childhood. But then we choose what we just like. Years pass and childhood dreams of greatness are replaced by a mediocre choice of a profession that simply provides basic survival.

And where are those enthusiastic eyes? Where is the confident desire to become an astronaut?

Nobody taught us in life how to come to our childhood dream. Our parents, our beloved mothers and fathers, are not able to explain to us how to choose the work of their life and in general why it is needed.

Remember once again what warms your heart. For what do you want to spend your time, and, in fact, your life? What kind of person do you want to become in the process of this life? You already have everything you need to succeed. Believe!

### **Example 1: Sport's Marketing as a Career**

In order to apply for any job opening one needs to have a resume of its own which is a summary of the education, skills and experience of an individual. It is one of the ways of screening job applicants therefore it is very important for a person to have a resume that is presentable and up to the mark. There are mainly three different formats of writing a resume, However there is no fixed pattern and it depends on an individual that which one does he chooses depending on the industry and one's own comfort.

The different forms are as follows:

**Chronological Resume:** This is the one of the most commonly used style which outlines the work experience in a reverse order, starting off from the

most recent job towards the first one. This is best for those applicants who have a strong work history. Functional Resume: This type of resume focuses on individuals skills based on the job function. Combination Resume: This is somewhat a balance between the chronological and functional format resumes. It states the skills and the experience of an individual first and then the employment history.

This format is relatively used less than the other two. I have used the Chronological format in my resume. I chose this since I have been associated with reputable organizations and this would give a quick and easy overview to my employer of my career path and achievements in a chronological manner as it sorts out the experience by date and highlights my most recent developments. Question 2 Sport's marketing as a career Sports' marketing is a career for those individuals who have the passion for Sports and who want to integrate this love with the business.

There are ideal jobs in this field since the entire media and television network these days is devoted towards the coverage of sports and the sporting events. The industry is dependent on the corporate sponsorships and the marketing in order to cover the huge costs of athletes, coaches and other related employees. Some of the jobs in this field are like working to acquire events sponsorships, becoming a sport marketing agent, event planner, event broker, event marketer, and work for sponsor created events and then there are opportunities on a global scale as well such as the Olympics and the world cup soccer.

In future the employment opportunities in this field are expected to rise as competition would be intense. This is a kind of a field where you can enter

without any formal training, however in order to excel it is always better to acquire a degree in sports marketing. To start of with it is better to do someinternshipin this field after the education. Not all the colleges but still there are numerous universities that have added this degree in their undergraduate program due to the rising scope of this field and the interest of students. Some of the students offering this program are

This is just the general salary range of a typical sport marketing employee; however this range can vary depending on the industry, and the competition and individual skills of a person. Below is the salary range of a typical marketing person. Career as a Graphic designer Graphic designers are artists who use their creativity to find solutions to problems through illustrations, colors, photography, animations and numerous other layout and print techniques. They use computer software packages to aid them in their work. In order to become a graphic designer and to enter this field the best way is to acquire a degree in this area of study.

One can also acquire it after completing a course in some other program. The bachelors level programs and associate degrees are offered in many universities and colleges nowadays, it is a 2-3 years of program. Apart from the qualifications these individuals need to be very creative so they can communicate their ideas effectively on paper, verbally or visually. Some of the jobs that a graphic designer can undertake are such as a creative/art director, layout artist, logo designer, flash designer, multimedia designer, web designer, brand identity designer and so on. I would like to pursue my career in Sports marketing in the coming future.

This job suits my temperament and is an area of interest for me. Moreover this multibillion sports industry is full of opportunities and is growing huge with the passage of time and offering attractive salary packages. I have been associated with the admission department of my university recently and I have done management related job too in the past, I also have a degree in management and an experience of organizing, planning and control. I have leadership qualities and can lead a team therefore I believe this job in sports marketing would suit me. I want to see myself as the director of some sport marketing company in the future.

There is a long way to go and I am looking for the right kind of job and opportunity to enter this field and as soon as I get one I would switch my jobs. Tip Sheet • Internet is a place where one can find thousands of job opportunities at one time from all over the world. It connects the employer with the potential employees. • It can be very frustrating and time consuming looking for the appropriate career guide and job hunting sites. • It is important to be ware of the well known career networking websites. Use a good search engine in order to locate all the top sites for jobs and companies.

- LinkedIn is one site that connects professionals in 200 countries and has executives from the fortune 500 companies as its members, and then there is Xing which is mainly popular in China and Europe. • Create a professional and impressive networking profile because first impression is the last impression on the employer who is looking for an applicant online. • Always have a resume that is ready to send • Try to be strategic by timing yourself and use the valuable time effectively rather than getting distracted on sites.

- Use professional name, email and business phone in order to interact in professional networking
  - Do not make cold contacts. First build a relationship with the potential employer that too with someone with common interest.
  - The photograph on the online profile should be of the person whose profile it is and it should be in formal business attire.
  - You should see all the jobs available
  - The use of suitable search words makes the work much quicker and lead to efficient job searching
  - It is advisable to save your searches as it will save your time in future
  - Smaller websites have relatively fewer job offerings but at the same time they have less competition for jobs.
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## **Example 2: Career Motivation Critical Analysis**

Thank you for giving me the opportunity to express my keen interest in working at Citigroup. It is a great pleasure to have a thorough conversation with you last Monday.

I have become more enthusiastic about being a member of the Citigroupfamilyafter learning from you the fast-paced and challenging workenvironmentof your esteemed company. The purpose of writing this letter is to give you a broader understanding of who I am. I hope that my personal value system will meet the standards of the company and thus, you will consider me as an asset for Citigroup.

### **CareerMotivation**

The inspiration for my career infinanceis most certainly drawn from my sister, who is currently working as an analyst in the field of investment banking.

Under the influence of my sister, I have developed a genuine interest in business and commercial issues, particularly with the function of financial markets and institutions in general. I am aware that banking is one of the most influential factors affecting world economies. Not only does it affect the prosperity of each individual, but also the society as a whole.

My sister has assisted me in many ways as well. She aided me through the process of looking for a job and provided me an overall picture of her daily

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operational activities as an analyst. From her description, I learned that career in the banking industry is well paid but the task is extremely demanding. However, I have no difficulty working under pressure or even overtime.

I understand the importance of well-equipping myself in order to succeed in such immense workplace. This is why I started to read the financial news in Wall Street Journal during my years in college and maintained such habit since then.

In fact, I find many of the news intriguing and valuable to enhance my knowledge above and beyond my studies in college. I plan to explore further financial information through various channels, such as applying to public examinations or to obtain a MBA degree.

#### Code of Ethics

I believe that the decent corporate behavior and the long-term success for a company are linked together. Although there are numerous codes of ethics within the company, I believe the most important commitment for Citigroup's employees is to act with the highest standard of professional integrity in all aspects of their activities and to comply with all applicable laws, rules and regulations of the company.

While knowledge and experience are important, I think ethics is more essential to a company's success: it extends to the manner of how a firm does its business. If I encounter suspicious activities among employees that have violated the law or Citigroup's policies, I would not hesitate to identify



such issues because it is critical to maintain Citigroup's mission to be the most respected global financial services company.

The recent news in Societe Generale about a scandal and the consequences of an employee acting dishonestly, shows that even one fraudulent employee could significantly affect the fate of the company. Therefore, when working with Citigroup, each of us is accountable for our own behavior and all our actions affect the larger group we are in. Certainly, maintaining a good corporate responsibility is vital to Citigroup's success.

### Constant Learning

I am a strong believer of continuous education and experience sharing. It is particularly relevant in a society where relative competitiveness depends on the depth and breadth of knowledge that one can build. I think Citigroup has provided the right kind of environment and platform that helps its employees to pursue progressive learning in an open manner.

The company has offered continuous learning opportunities for its staff through wide learning and development programs such as the Employee Network Program. It provides networking opportunities and cross-business mentoring experience for the employees to help support the diversity and business goals of the firm.

I believe working in Citigroup is far beyond personal awareness. It is not just what you know, but who you know. This program will offer me the opportunity to exploit my teamwork skills in such a diverse work environment.

If I have a chance to work for Citigroup, I will not hesitate to foster the relationship with my colleagues and to develop essential networks. My main responsibility to the company is to share a mutual respect and appreciation for other co-workers, and strive to create a safe and pleasant place for every one of us to work in.

### Job Satisfaction

The majority of the people in the world believes that money is the path to happiness. However, society has followed the false idea of “ money equals to happiness.” According to Aristotle, wealth cannot constitute happiness because it is just a monetary value which can only be used as a tool to gain some temporary enjoyment.

Many job seekers nowadays look for jobs that could provide them with the most salary even though it is not the job that he/she desires. Money or wealth does not rank the highest as my priority in job hunting. In fact, I place job satisfaction as my first priority because it can eventually lead me to happiness and fulfillment, which I consider as the best rewards I can have at work, though it is the most difficult to achieve.

Aristotle claimed that “ true happiness lies in the active life of a rational being or in a perfect realization and outworking of the true soul and self, continued throughout a lifetime.” Securing a job itself brings people a sense of self-worth and certainly, satisfaction in what we do gives us more fuel for productivity.

Self motivation and the morales of the employees can be boosted if they are fond of their jobs and they enjoy it. The greatest satisfaction for me depends

on being able to apply my skills and seeing that my actions have helped the company. This should be my utmost happiness and I believe Citigroup can provide me with such fulfillment.

### Customer Satisfaction

To my acknowledgment, Citigroup's goal is to be the world's most respected global financial services company. Citigroup is dedicated to serving its clients with excellence. I agree that customers should be placed first since they are the primary resource for building the company.

They chose and believed in Citigroup's products and services. Therefore, it is essential to provide them with superior customer satisfaction by ensuring them that their financial needs and affairs are handled with global quality expertise, fairness and transparency.

Take investment, for example, to illustrate my point. I think the stock market itself is very cunning and sometimes it is very easy for investors to fall into a trap. Unfortunately, people tend to be irrational when they start investing.

They pick stocks from companies which I think they know very little about its overall performance. When the market is going up, they want to make more money so it becomes very easy not to remain objective and careful in assessing its risks and returns.

As Warren Buffet stated, " what doesn't work is when you start doing things you don't understand or because they worked last week for somebody else. The dumbest reason in the world is to buy a stock because it's going up."

Despite the vigorous activities in stock markets, there are many other financial aspects which appear unfamiliar to majority of people. I hope by working at Citigroup, it would offer me the opportunity to give something back to the company and to the community.

I would be much blissful to acquire more skills from Citigroup while at the same time utilizing them to improve the lives of many others in terms of wealth management. I am dedicated to provide worldwide customers with a wide range of financial services and professional advices with the best of my abilities, and I have faith that customer satisfaction and loyalty will then be within grasp.

Moreover, I feel I have the obligation to contribute not only to customers and to the company, but to the whole society as well – which is why I am fascinated by Citigroup's recent project on the formation of “ The Carbon Principles” – to understand carbon risk and meet the power needs of consumers.

### Creative Thinking

The finance field has changed dramatically in the last decade and it will definitely have more changes in the future. It is amazing to witness the financial innovations and new financial products around us, e. g. hedge funds, private equity, structured securities and risk management tools.

Because of this rapid change, I believe that there is the need of new minds to create new ideas in order to develop different kinds of innovative structured products and services to meet the needs of demanding customers.

One of the most creative men that I admire throughout the history is Thomas Edison. He invented the first incandescent light bulb which completely revolutionized our world. Edison's famous saying that "genius is one percent inspiration and ninety-nine percent perspiration" has totally inspired me. It is the amount of effort that we put in that distinguishes success from failure.

Though I may not be as creative as he was, I believe perseverance is what it takes to succeed in anything. My learning experience at this university has often encouraged me in trying to take a specific issue and assess it from various perspectives. Through our case studies, I am now able to solve problems efficiently and effectively.

My desire to become a finance professional at Citigroup will serve as a motivation to enrich myself with new ideas or information to cope with the market environment that is changing from time to time.

Since the knowledge level of consumers is rising, products and services should become more accommodating to their changing needs. Continuous learning is very important to keep myself up-to-date with what the market and the customers need.

### Role Model

In all circumstances, a good academic record is always desirable to many employers. There are certain conditions in which I find learning to be very enjoyable.

While the college I am attending has always appealed to me because of the wealth of experience it has offered, I am ready for the transition towards an environment where I could further leverage my financial knowledge and

analytical skills to work alongside management teams and assist the company in maximizing its long-term growth prospects.

At this time, I wish to focus my career in the finance sector, specifically pursuing professional efforts in the banking industry. Once I am given the opportunity to work for Citigroup, I would regard Mr. Vikram Pandit, CEO of Citigroup, as my role model in my profession and to comply with his aim to “deliver the high-quality service and products our clients require and to generate the superior returns our shareholders expect.”

I hope to conduct thorough company analysis, maintain constant interactions with pioneers and leaders in the banking field, and acquire a deep knowledge of the industry. With a solid background in finance coupled with strong analytical and communications skills, I am eager to leverage my knowledge and capabilities to add value to Citigroup.

#### Desire to Join Your Team

The world of emerging bank markets has always fascinated me, be it private banking, asset management or wealth management. I have strong sense that I will greatly enjoy working at your company and most importantly, I am willing to learn and perform for your satisfaction.

I am eagerly looking forward to hear from you very soon to discuss further details regarding this letter. Please feel free to contact me via phone or by e-mail to arrange a mutually convenient time to converse. Thank you very much for your consideration.

### **Example 3: Career Comes Before Marriage**

Everyone must have own chosen a career as they grow up. There are many types of career that can be found in the society. For example, doctor, lawyer, engineer, teacher, police and so on. A lot of people claim that career should come before marriage. Is it right to put career first before marriage? Some people may say yes, some people may say no. From my view, I think career should come before marriage. There are some reasons why I feel that career should come before marriage. Firstly, I think everyone must have his own career before marriage.

Before marriage, we would not have too many family problems as we do not have too many family members before we build our own small family. Therefore, we can concentrate in our career. As we focus on our career, it will become easier to achieve success in our career. For instant, a person who is not yet married or does not yet have any children can put more effort into his career. As he concentrates in his career, he may be able to perform as best as he can. Hence, I truly think career should come before marriage.

Other than that, we will have a stable income when we have our own career even if we are successful or not. A stable income enables us to take care of ourselves or our family. As an example, we need money to buy daily requirement, food, clothes, books and many. When we have our own career, we must have income. Maybe this income will only be enough for our spending. When we achieve success in our own career, we must have earn more and have a stable income. Indirectly, we will have the ability to take care of our family.

Then, that is a suitable time for marriage. Therefore, that is why many people claim that career might come before marriage. On the other hand, we should also look into the effects of marriage on career. After marriage, we cannot put in all of our effort into career alone. We must take care of our family too. Incidentally, we cannot concentrate in our career and do as well as we hope to. For those who do not yet have children, this may not be a problem. But when we have children after marriage, we have to spend more time on our children and family.

Hence, there are many women who do not go to work after having children as they have to take care of their children. Therefore, career is adversely affected by the marriage and children. Other than that, we often face many problems when we start up our own family, such as rebellious and disobedient children, sibling rivalry among the kids and so on. These family problems will affect our emotion and mind. Hence, we cannot concentrate in our career and will also make mistakes when we work. For an instant, our children are so naughty and do not listen to us, we will feel angry and scold them.

When we go to work, we will still be in the state of anger then we may make mistakes as we are still thinking of our children. Therefore, our career will be affected by that. In a nutshell, we will face many problems after marriage that will make us unable to concentrate in our career and do well in career. Therefore, many people think career must come before marriage. Maybe some person will disagree as they are not affected by the marriage. They can arrange the career and family very well. But, in my view, I think it is better to have a successful career before marriage.



### **Example 4: Career Change**

According to Moody and None (2005), career is a job that has been chosen to be accomplished during one's working life. Career is the progress and actions of the person's occupations or sequence of jobs held by someone throughout a lifetime which is until that person ends up the careers. Most of the situations, people do not just referring to one position only but often looking for another jobs which composed of the jobs held, titles earned and work accomplished over a long period of time.

There is an increasing trend to employees changing jobs more frequently, while employees in some cultures and economies stay with one job during their career. For example, an individual's career could involve being an engineer, though the individual could work for several different firms and in several different areas of engineering over a lifetime. Consequently, this continuous process that involves the progression of an individual through many stages of life and every stage has its own issues, terms and tasks are called as career development (Decision Werner and Harris, 2008).

This is a major aspect of human development where it is the process how the individual forms their work identity. The career development extends for one's lifetime when it begins with a person's earliest awareness of the ways in which people make a living and continues as they explore the new professions. It may or probably will include changing the careers and jobs when people ultimately decide what career to pursue, prepares for it, applies for and gets a job and advances in it.

Based on DRP. Donald Super which is one of the pioneers in the field of career development, argued that people pass through five career stages during their life p. Fundamentally, these sequential generalizations often provide a useful mainframe to understand the career transitions that people will face in adulthood. Once people mastered of certain tasks for each stage, that will allow them to function successfully for every stages and make them to prepare well and move on to the next task.

Each stage is loosely affiliated with a chronological period and is characterized by work attitudes, types of relationships, behaviors, and the aspects of work that are valued. Stage 1 is the growth process which the early years from 4 to 13 years old. This stage is a time when the individual first becomes aware of the future. People will try to find ways to develop their competencies and increase control over their life. Meanwhile, for the exploration process at stage 2 that is from the early teens to mid- twenties, people begin to form, specify and implement an occupational choice.

People will try to play different roles in various occupational options and will be explored through school, leisure, part-time work and volunteering. Before people firmly finding a more stable and appropriate fit for their jobs, " trial Jobs" may be tested by them. The third stage is the establishment process in between the mid- twenties through mid-forties. In this stage, people typically select a suitable field in their professions area and efforts are made to secure a long-term place in the chosen career.

Young adulthood tends to be a time for stabilizing, consolidating, building momentum and moving up. Obtaining certifications, credentials, and

advanced degrees may be the norm (Worded). At the fourth stage which is the maintenance constancy which means holding on (stagnating or palliating), or keeping up (updating or enriching), continuity, stress, safety and stability tend to be the standard (Worded). Lastly, the final phase of career development is the disengagement recess which around mid-flies. It is typically marked by ready to retire, maintains the respects but still productive.

This stage should be more appropriately named reinvestment as they are completely redesigning the notion of retirement preferring to work in some form while pursuing new or renewed outside interests. In later adulthood, people in this stage may be a need to assist or mentor younger members of society or try to seek self-employment to fulfill their free time. However, based on all of the stages been discussed earlier, people in the mid-forties to mid-flies are at different stage in their career and life than people that is at age 25 or 45.

A career change after age 40 can be a tricky situation. In this stage, people will decide whether to continue along the same track because it is comfortable familiar and secure or change into the other career since there is an opportunity to pursue new personal or professional goals. This stage is called as middle career years or mid-career change. According to MUM textbook, mid-career means re-appraise early career and early adulthood, reaffirm or modify goals, make choices appropriate to middle adult years ND remain productive.

Mid-career is a time in which one is more likely to consider leaving a current job in order to take work in an organization that might indicate promise of greater career fulfillment or address a need for increased salary or benefits, intrinsic and extrinsic (Worded). After 40, many people begin to look at life differently which they often begin to feel that life really is too short to be stuck in a dead-end or unsatisfying job.

In this middle age situation, it is a time in which adults take on new responsibilities at the workplace and therefore, people of this age often feel a need to reappraise previous life structures with an eye to making revisions 'while there is still time' (Yuck, 1997). Sometimes people feel risk adverse with various career options which may lead to frustration or even depression. It may also be boring, dull, and unsatisfying. People at this stage already have their own skills and the abilities in contributing a fairly good idea.

There will be variety of reasons why people try to change their career. The four reasons why people change their career are due to the career plateau, obsolescence, career change and feeling undervalued. I. Career plateau By definition, a career plateau is a point in the career of an employee where the possibility of vertical promotion within the official hierarchy becomes very low or absent altogether (Worded). People will often reach career plateaus when they continue to work for the same organization for a long time and those who belong to the core of an organization.

The feeling of boredom, frustration, tension, loss of On the other hand, career plateau also occurs when there is no further development of one's skills and abilities. One's personal development and growth are stagnating or

people stop learning or even unable to upgrade the skills. A lack of technical skill or career skill may lead to an individual's lack of promotional opportunity or the desire to move into a higher-level position. Either for professional or personal reasons, many people experience the situation at one point during their career of becoming 'stuck' with little or no movement up the career ladder.

It possibly occurs due to lack of opportunities within the organization when there is limited or no upward movement within the organization. It means that, there have fewer positions than aspirants at each higher level of the organizational ladder in the pyramidal structure of organizations. Sometimes, some people have the ability to perform effectively in a higher-level position, but a lack of job openings may prevent their promotion. This is called as structural plateau. Frustration will arise when there is a lack of promotional aspects and lead them to look for other opportunities elsewhere. T.

**Obsolescence** Obsolescence refers to a state of being no longer useful or limited in use, old-fashioned or that which can be easily dispensed with or discarded. Just like obsolete tools and equipment, employees also get obsolete (Goriest Kinsman, 2012). It means that, people who are employed in organizations lack up-to-date of necessary knowledge, skills, techniques, technologies and lack of new work processes to maintain effective performance in their current or future work role.

The reason that causes of obsolescence are due to individual himself, his ability and ability to learn on the basis of continuous education and some reasons are due to the companies, which in their lack of ability to develop

and implement a plan of action to reduce obsolescence phenomenon, and lack of facilitating the educational activities rather than just approve them. It can be like a continuum if the people feel that they lack of awareness of change, complacency, lack of confidence, and resistance to change.

Further, it could be affecting them at the affective level when it comes to behavior patterns. These could be in terms of an individual feeling lack of competence in self, lack of career progression opportunities or limited opportunities and the lack of initiative to update oneself (Chuan, 2009).

When this habit eventually grows into an obsession, people will feel no desire to work hard, improve or go out of their way to be felt at work. But sometimes, there are other reasons why people feel obsolete and it comes from the organization itself.

It makes people have no interest to do their job since there is a mismatch between the person and the job, lack of autonomy or non-involvement in decision-making. Besides, the impediments from the boss as he is non-supportive, and the organizational policies and practices like ineffective performance appraisal system which lack of reward or recognition and inappropriate promotion policy. iii. Career change In midlife career, there are some reasons to consider people leaving the current job and looking for a new opportunity.

Some of them are really need to settle their lifestyle, career stability and professional challenges with minimum risks. Even there will be possible for them to have all of these needs, they have to try to relocate in order to gain promote, income and challenge. Normally employees change career due to

personal dissatisfaction, or environmental factors such as Job loss, threat of in reward system or increased Job demands (MUM textbook). People will feel dissatisfaction when they feel the workplace culture becomes corrupted and begins to impact your performance and ability to advance.

Besides, they feel that the Job are too stressful while the stress can become too much to handle. Some other reasons are due to financial stability, meaningfulness of Job, change in lifestyle and so on. 'v. Feeling undervalued People working in a Job that fails to play to their strengths, in an environment where they are underused will have no gift to productivity rates. There is nothing more demoralizing in the workplace than feeling undervalued by the bosses. This misalignment in distributive Justice is a major contributor to Job dissatisfaction.

When they feel undervalued and unappreciated at the workplace, regardless of what repression or industry that they are working in, they will begin to lack energy and commitment in their role. They also may leave to go to another Job where they feel that their work and input is more valued. Poor personnel management practices also be another cause such as people feel that they are just cogs in a machine, are seen as children, feel ignored, or are not recognized, management needs to take the time to look at the system that is in place (Worded).

What people need is the workplace culture has to change and managers will have to redirect their attention to fostering a team spirit. On the other hand, people will clearly not feel valued if their working area is in disrepair and the computers are unreliable and outdated. The best way to find out what may

potentially cause employees to feel undervalued is to request feedback from the team members. Lastly, other signs that employees may suffer from feelings of being undervalued are inexpressive or abusive managers or, and a low quality in work environment or equipment (Worded).

Below are the steps that need to be considered on mid-career change by Thee Debacle: Step 1 Analyze your current situation-specifically any changing desires, unanticipated vents, aging, expectations of others, burnout, and anything else that is affecting your current career. It is time for people make an analysis when they realize that they are no longer applicable to the organization. For example, people are no longer interested to that Job are, want to do something completely different, boredom, have high expectation and want to get new opportunities, financial freedom, obsolete in skills and techniques, undervalued and so on.

Step 2 Assess interests, values and skills. Explore your passion, hobbies and any other interests that can be developed into potential career opportunities. If people really want to change their career, then they have to target a career that is aligned with interested in Malaysian history but they want to be a banker. Look deeply for points of relevance between the two. Take this example which Malaysia is a pioneer of Islamic banking, which is growing as a sector in Britain. A conventional British bank may be interested in their understanding of Malaysian heritage if it is looking to launch Shari-compliant financial products (Worded).

Step 3 Identify the three most important priorities for changing your career. Obtain information about career opportunities and determine what kind of



new career to start. The three most important priorities are maybe about the satisfaction or interested Job that people wanted to do, financial freedom which they try to find higher payment from the other organization and also the skills and abilities that is similar. For example, a manufacturer will always be a manufacturer, and he or she can manufacture almost anything, give or take a few differences in the nature of the production (Worded).

Step 4 Develop a Re-career roadman to ensure a successful transition. Write down career Laos, gather information about prospective careers and make necessary decisions to pursue opportunities that may arise. For example, write out on a piece of paper into two columns which are " what I like" and " what I hate" about the present situation. Do this exercise for all of the Jobs, internships, research assistantships, and volunteer and leadership experiences throughout the career to compare them to the current job (Liana G. Levine, 2011).

Step 5 Establish an action plan that is built upon realistic expectations and which draws upon available resources. For example, by identifying what people loved and loathed bout each experience, they can map out exactly what it is they want to change, why now is the time they want to make the change, and where they want to go. Since they are the decision-maker, they have an incredible amount of power to make the decision. (Liana G. Levine, 2011). Step 6 Identify and overcome resources barriers. Do not be scared of doing something totally different.

Just because they worked in the private sector for 30 years, for example, does not mean people cannot shift to the public sector. They can teach old

dog new tricks. Do not be boxed in by where they think the boundaries are. He age is not a boundary but a benefit as they have the experience and maturity you need to make and cope with major changes in your life (Worded). Step 7 Turn to personal contacts into career stakeholders. Before people make a change, they need to find out what the career and Job really involve.

For example, many careers, ranging from interior design to financial planning, may involve selling services in addition to performing them. Or may be enticed by the high average salary of their dream Job, only to find that it is a field where a few people make a lot and most people make very little. To get the real story, ask to people who work in the field they are targeting. Mid-life can find them though in the field (Margaret Steen). Step 8 Experiment, learn, take risks and network to create new career structures.

Try to make a contingency plan no matter how much time and thought people put into developing a detailed plan, they must also plan for when their plan does not come to fruition. For example, according to Liana G. Levine, 2011, " say you want to transition out of academia and into industry. You do extensive research to identify 10-15 companies where you would like to work, you transform your C. V. into an industry- friendly resume, you network, you apply for Jobs, you do informational interviews, and still you are not able to land a Job in the timeshare you outlined in your original plan. Step 9 Learn how to deal with doubt and uncertainty as the new career unfolds. Continue from the example above based on Liana G. Levine, 2011, must be flexible, and you must build that flexibility as well as

contingencies into your strategy. So if you do not get a particular Job for which you aim, you can expand your search parameters, and determine what else interests you, or research what additional skills and expertise is needed to get back on track. " Step 10 Implement actionable strategies to achieve newcareer goals.

Make sure mid-life have to develop a plan that includes timeliness and deadlines, major goals and daily goals, and steps to take to achieve each milestone. For example, if your overall goal is to stay in academia but move to Japan and do your research there, then daily goals may include networking and contacting potential collaborators, exploring what are the right institutions and labs for your investigations, and researching the culture, language and funding opportunities available in the country (Worded). Step 1 1 Invest in re-training programs that will build on your existing expertise and knowledge.

For example, people have to attend the workshop in order to upgrade their skills, techniques and also their experiences in order to get high Job expectations. Step 12 Look at the mid-career transition realistically to manage emotions such as fear, anxiety, or a sense of loss. For example, acknowledge the inner fear instead of ignoring it. Try to be confident in developing the new career since people in the mid- life already have their own capabilities of experiences, knowledge, skills and techniques. They no need to feel guilty once they shift their Job.

PSYCHOLOGICAL AND SOCIAL EFFECTS AS A RESULT OF MID-CAREER CHANGE once people have confirmed changing their career, they may

wonder about the effects a career change may have. It is true that, a career change represents a potential opportunity to pursue an interest you may have held for many years. However, the process of changing careers also involves potential consequences either in the psychological and also social effects that have to be considered. The effects are obstacle to self-management, additional education and training, income and Job status uniqueness, improved sense of well-being and retirement funds. . Obstacle to Self-Management Midlife career change is defined as a change " when age is a factor. " Increasing in age inappropriateness in terms of agediscriminationwill occur since the career was change at age forties. Age discrimination is when a person is treated less favorably than another person in a similar situation, because of their age (Worded). For example, it could be 'direct age discrimination' if an older applicant is not considered for a Job because it is assumed that they are not as up to date withtechnologyas a younger person (obsolescence).

It is also age discrimination when there is a rule or policy that is the same for everyone but has an unfair effect on people of a particular age. This is called 'indirect discrimination'. It also will effect to the behavior of the mid-career shifter such as the behavior and also self-image. Sometimes, the employers Just pay a little attention to the mid-career worker. It. Additional Education and Training Sometimes, as mid-career changers find that they need additional education or training to qualify for their new vocations even though they have a lot of experience about the previous Job before.

As they becoming older, sometimes they are always lack of new changes like technologies, techniques and skills. For example, a lecturer may involve enrolling in a formal degree program to earn an associates, bachelors or master's degree, or even a doctorate or professional degree in order to meet the qualifications to teach. Meanwhile other mid-career changers involve vocational training, either within a vocational school program or as an apprentice, intern or trainee due to improve their skills and knowledge.

Thus, due to these changes, the mid-career changers must finance all or part of their own training and education. li. Income and Job Status Consequences

As mention at the second effect, professionals who pursue career changes at mid- career may suffer financial consequences that affect them and their families alike. Career changers who enroll in college or vocational school full time often suffer a dramatic decrease in income while they are enrolled in classes and until they find employment in their new careers.

Career changers also frequently find themselves starting over in entry-level positions in their new vocations or professions. In addition, some career changes involve accepting dramatic salary cuts. For example, a career changes from a diploma lecturer to become a degree lecturer. Lb. Improved Sense of Well-Being Not all of the effects of switching careers are detrimental. In fact, many career changers enjoy an enhanced sense of well-being. Decreased stress on the job is another beneficial effect many career changers enjoy.

Others enjoy a boost in income or improved relationships with their spouses or partners and their families. Career changes also frequently involve using

skills that the career changer had used in pursuing a hobby, and in such cases, the new profession can prove to be especially enjoyable. V.

Retirement Funds Changing Jobs or careers may also mean dealing with retirement funds invested in the employer-based retirement plan. The options vary depending on the circumstances of the individual career changer.

Some career changers roll over their funds into a retirement plan funded by their new employers or to an individual retirement account. Other career changers opt to cash out their employer-based retirement plans. Career is the progress and actions of the person's occupations or sequence of Jobs held by someone throughout a lifetime which is until that person end up the careers. Most of the situations, people do not just referring to one position only but often looking for another Jobs which composed of the Jobs held, titles earned and work accomplished over a long period of time.

This is a major aspect of human development where it is the process how the individual form their work identity. The career development extents for entire lifetime when it begins with a person's earliest awareness of the ways in which people make a living and continues as they explores the new professions. It may or probably will include changing the careers and Jobs hen people ultimately decides what career to pursue, prepares for it, applies for and gets a Job and advances in it.

There are 5 stages in the career development which starts on growth process which the early years from 4 to 13 years old, the exploration process at stage 2 that is from the early teens to mid-twenties, the third stage which

establishment process in between the mid-twenties through mid-forties, fourth stage which is the maintenance process is usually happens in the mid-forties to mid-flies and the final phase of career development is the disengagement process which around mid-flies. The issue here is about the fourth stage which is the situation for mid-career changers which begin from the age of 40.

A lot of reasons have been discussed about the factors that influencing mid-career changers. Four reasons why people change their career are due to the career plateau, obsolescence, career change and feeling undervalued. Also, there are twelve steps need to be considered when making mid-career changers and has been discussed at the above explanations. Lastly, five psychological and social effects as result of mid- career changes been issued which are obstacles to self-management, additional education and training, income and Job status consequences, improved sense of well-being and retirement funds.

In a conclusion, effective decision-making is necessary to the employer's peaceful mind before making mid-life career changes. Try to think which the best Job that will satisfy ourselves is, and what kind of Job that we like the most. Try to be considering what is good and what is bad if we change our career. At least we will never regret once we retire later. REFERENCES 1 . MUM textbook, Career Planning And Development 2. William J. Retells, (2008): Working Longer, New Strategies for Managing, Training, ND Retaining Older Employees.

### **Example 5: A Career in Chemistry**

Candidate, who chooses chemistry as a career, must have passion to know about science and chemical substances. Chemistry is a branch of the science which explores the composition, properties, and transformation of substances and various elementary forms of matter. All human activities deal with a material world, which consists of chemicals, both natural and manufactured.

Chlorophyll, hemoglobin, and insulin are examples of natural chemicals that are essential to life. Chemistry has great significance in understanding the environment, enhancing methods of producing, processing, and packaging food and making automobiles protected and more fuel-efficient.

Candidates who complete the chemistry major are knowledgeable in all aspects of modern chemistry. In graduation program, students cover course work in the major sub-disciplines of chemistry, organic, inorganic, physical, biological, and analytical.

The syllabus of chemistry allow the student to choose array of career choices which include chemistry, medicine, law, business, chemical physics, environmental science, and secondary school teaching. If candidate wants to become chemist, he has to complete undergraduate training to produce new products for the chemical-processing industries, execute tests and evaluations of existing products and the environment, and carry out basic research ([http://careers. ns. utexas. edu](http://careers.ns.utexas.edu)).



**Job description**

Chemistry offers number of careers. Chemistry is a major subject of science. Candidates trained in chemistry or the chemical sciences may develop the ability which can be utilized in various fields. For example chemists prepare medicines that treat many diseases ([www. science-engineering. net](http://www.science-engineering.net)).

Candidates who are interested in chemistry subject must possess many skills which include ability to make critical observations and appropriate decisions, ability to operate scientific equipment, ability to organize and maintain accurate records, ability to conduct and clearly explain scientific research, proficiency in reading, writing, speaking, and memorization, sensitivity to the health and safety of others.

In chemistry, candidate can also do courses in professional schools such as medicine, dentistry, veterinary medicine, occupational health, optometry, MBA programs and policy studies. Job of chemistry teacher is to teach courses for the chemical and physical properties and compositional changes of substances. They teach the methods of qualitative and quantitative chemical analysis. Teachers primarily engaged in teaching and many professionals can involve in teaching as well as research ([http://www. careerplanner. com](http://www.careerplanner.com)).

Basically, chemistry lecturer deliver lectures to undergraduate and/or graduate students on topics such as organic chemistry, analytical chemistry, and chemical separation, supervise students' laboratory work, evaluate and grade students' class work, laboratory performance, assignments, and papers, compile, administer, and grade examinations, or assign this work to others, maintain student attendance records, grades, and other required

records, prepare course materials such as syllabi, homework assignments, and handouts, maintain regularly scheduled office hours in order to advise and assist students, plan, evaluate, and modify curricula, course content and course materials and methods of instruction.

Chemistry Lab teaching assistant is responsible to assist the Professor for conducting laboratory experiments (<http://www.bethanylb.edu/>). Chemists may involve in applied research projects which develop new products, or they may be engaged in theoretical research exploring new facts that may ultimately lead to new products. Many chemists work as administrators of these research projects or as executives in industry and government.

**More examples:**

1. Essay on Leadership
2. The Great GatsbyEssay
3. OthelloEssay
4. Child AbuseEssay
5. Cyber BullyingEssay