



Walking the Talk

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The world of work is changing. Advances in artificial intelligence and robotics, changing generational expectations, the emergence of new business models, demographic shifts leading to increased caring responsibilities, and the competitive forces of globalisation are all trends that will further disrupt our labour market.

Career professionals believe that a better experience of work is possible. We use our training, methods, tools and experience to create practical interventions to ensure that our clients have the chance to flourish in vocations of their own.

While we work so diligently with our clients to ensure that they are meaningfully employed, this session focuses on us and asks whether we are giving our own careers and futures sufficient focus and effort? We talk to our clients about portfolio careers, the gig economy, upskilling, networking, professional development and where they want to be in 1, 2 or 5 years. What plans and actions do we have in place to guarantee our own meaningful futures and what steps are we taking to maintain our own career adaptability? In other words, are we walking the talk?

Participants will be asked to complete the Career Agency (CA) scale (10 items) from the Career Futures Inventory-R (Rottinghaus et al., 2017) that measures components of career adaptability including control, confidence, optimism, and self-awareness. On completion, participants will discuss their insights in pairs.

With their own level of CA in mind, the remainder of the session will cover two core questions:

1. What do participants want their own work to look like tomorrow? (In pairs)
2. How can they use the resources of the CDAA, other industry/professional bodies and their networks to realise that vision? (Group discussion)

I will encourage participants to complete the Career Futures Inventory-R following this session and discuss with colleagues.