Career development isn’t necessarily a destination – it’s more of an ongoing journey. That’s why the Career Management Model is circular, rather than linear.

Keep in mind that your Career Development Plan is an evolving process. It may need to be revised periodically, such as if you experience changes in your role or responsibilities.

**In Any Role**

- Recognize your achievements.
- Strive for excellence.
- Engage in ongoing professional development and networking.

**In A New Role**

- Clarify performance expectations in your new role.
- Identify further learning and development needs.
- Consider what to do if the role does not work out.
- Seek out a mentor who can help you “learn the ropes.”
• Map your next career step.

**Additional Resources**

• CareerOneStop  
• O*Net Career Exploration Tools  
• Career Decision-making Difficulties Questionnaire  
• Richard Bolles' Net Guide to Career Counseling