

5. The art of career development

Harvard Business Review: <https://www.youtube.com/watch?v=d6yW9lsQ00A>

Date: 2012 / **Author:** Gianpiero Petriglieri [INSEAD professor] / **Time:** 3:08

Introduction

i) Personal questions...	<i>What am I really good at? What's the purpose of my work?</i>
ii) 3 or 4 decades ago	
iii) Now...	
iv) The better you become...	
v) Careers not ladders but...	

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1. _____

Types of expertise
vi) K _____ of your job function
vii) F _____ with the industry
viii) Ability to communicate
ix) Capacity to m _____ your team
x) Ability to build a n _____ of supporters

___ / 5

2. _____

xi) Artists use their skills to express..	
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___ / 2

3. _____

xii) Putting yourself out there can be...	
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xiii) Expertise, meaning and courage are....	
xiv) Why do artists congregate?	

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4. _____

xv) An identity workspace:	
xvi) Professional:	
xvii) Informal:	<i>volunteer group / a group of classmates</i>
xviii) Managers:	
xix) Results of Identity Workspace are...	

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Overall Score: ___ / 20

5. The art of career development **ANSWERS**

Date: 2012 / **Author:** Gianpiero Petriglieri [INSEAD professor] / **Time:** 3:34

Introduction

i) Personal questions	What am I really good at? What's the purpose of my work?
ii) 3 or 4 decades ago	We'd ask ourselves these questions a couple of times
iii) Now	We ask ourselves again and again
iv) The better you become...	The more opportunities you have / move up / move around / feeds passion
v) Careers not ladders but...	More like works of art (like artists)

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1. Build on a foundation of expertise

Types of expertise
vi) Knowledge of your job function
vii) Familiarity with the industry
viii) Ability to communicate
ix) Capacity to motivate your team
x) Ability to build a network of supporters

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2. Prove the work you do matters

xi) Artist use their skills to express..	meaning
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___ / 2

3. Be courageous

xii) Putting yourself out there can be	scary
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xiii) expertise, meaning and courage are....	are a lot harder to hold onto on your own.
xiv) why do artists congregate	teach, inspire and support each other

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4. Connect to the community

xv) An identity workspace:	a community that helps you bring what you do closer together who you are.
xvi) Professional	Established institution company or profession (medicine or law)
xvii) Informal	<i>volunteer group / a group of classmates</i>
xviii) Managers	Is there an I W. to encourage people to find their voice / define convention.
xix) Results of Identity Workspace	Satisfied / productive / will not leave as they know they can't grow as fast / express themselves fully else where

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Overall Score: ___ / 20