



Career Management Resources for Professionals



Career Management Resources for Professionals and Self-directed Career Management Framework (Hirschi, 2012) overlay



Determining Direction

Clarify your strengths, values, and your career objectives.



Demonstrating Skills

Explore and apply relational skills to significantly influence your career trajectory.



Defining Resources

Gather and evaluate career-related information to inform your career goals, and effectively present your unique combination of assets to employers.



Discovering Connections

Build and nurture your community network by developing meaningful relationships.

This resource is an asynchronous, self-directed open resource for mid-career working professional RRU students (primarily from a program without an internship or practicum) and alumni, and public community.

There are four units with 10 stand-alone, yet interconnected modules ranging in topics prioritized by the Royal Roads community.

The tool will be hosted in RRU's OER, and accessible to both the RRU and external communities from the Career Learning and Development webpages.

Foundation Elements

- **Professionalism** (complex, all-encompassing transferable skill)
- **Communication** (non-verbal, paraverbal, human elements, essentials)

Modules

- **Personal Assets** (skills, values, strengths, non-negotiable personal factors)
- **External Influences** (labour market information, industries, trends, occupational info, external factors)
- **Career Planning** (clarify a vision, evaluate personal assets and external factors, plan near and not too distant goals)

Modules

- **Emotional Intelligence (EQ):** Adaptability and Positive Outlook
- **Conflict Resolution**

Modules

- **Skills Employers Want** (skills in demand, top 10 transferable skills)
- **Career Search** (hidden job market, career search, cover letters, resumes, interviews, recruitment AI style, negotiating job offers)

Modules

- **Exploring My Community** (preparation)
- **Connecting With Community** (26-Week Challenge)
- **Nurturing My Community** (high quality connections)

