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About the Presenter:

Nigel Phillips is an international trainer and consultant who specialises in career development coaching and training design. He is the CEO of Careers Fast Track, a human resources consulting business, and Career Life College, a training company that aligns career growth with education and training opportunities. He is the subject convener for Swinburne's Graduate Certificate and Graduate Diploma in Career Development and the author of The Big Question career-life skills development books. In addition to working with secondary school students and adults, he is experienced designing and implementing career development programs in small and large corporate organisations. The career development programs and tools he has developed are used internationally to assist clients at all life-stages.

Title of Paper: **Career Growth and Development across the lifespan: Tools to assist the student, adult and employee**

Abstract:

At any one moment in time we are all making choices between what we “need” to do and what we “want” to do that will impact upon the direction and results we achieve in our career-life. In turn, our career-life direction and results will determine the level of fulfilment we experience in our life at both conscious and unconscious levels.

The privilege we all have as career professionals is to be given permission by our clients to help them improve the congruence they experience between the conscious and unconscious which in turn produces improved career-life fulfilment for them now and in the future.

The dynamic between what we “need” to do and what we “want” to do is ultimately the same for students, adults and employees at any stage across



the life-span. From a career practitioners perspective, it is how this dynamic is influenced that can shape the intrinsic motivation towards our career-life development.

Thus our “spiralling”, “twisting and turning”, “churning” and/or “chaotic” career-life journey is not the result of environmental influences but more determined by the choices we make at any one point in time.

You will leave this workshop with:

1. an understanding of some of the theories and perspectives behind an individual’s desire for career growth
2. an understanding of the “patterns” of behaviour that influence performance
3. the ability to use up to four different tools with your clientele
4. a framework to integrate the tools and methodologies into your own practice

This workshop is informed by the application of this methodology with students, adults and in corporate settings.