

*Celebrate*  
**PUBLIC WORKS!**



**APWA WA** 🥳🔥👏  
APRIL 10-11, VANCOUVER WA  
2024 SPRING CONFERENCE



# OWN YOUR CAREER

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Talent Acquisition Manager

PACE Engineers

ERHORN



# DISNEY AMBASSADOR or HAWAIIAN BEACH GIRL





What did you  
want to be when  
you were a kid?





# AGENDA

- Pulse Check
- Career Pathing
- Tools
- Questions



- Why
- Who
- When
- ...then How



# WHY

- Sense of pride
- Goals to accomplish
- A reason (value)
- Opportunity to be a part of the bigger picture
- Provides the opportunity to go from a good employee to a great employee

Be proactive about your professional life and working toward long-term success.






**71%** of  
**employees** say  
supervisors  
should identify  
their career path



**85%** of  
**supervisors** say  
employees should  
chart their own  
career path





Employees who **own their careers**  
strive for consistent improvement,  
take responsibility for their  
achievements and shortcomings, and  
go beyond expectations set for them.



A defined charter for a career path gives:

- Sense of pride
- Goals to accomplish
- A reason (value)
- Opportunity to be a part of the bigger picture

# WHEN



NEW HIRE



SHUFFLE OF  
RESPONSIBILITIES



DESIRE FOR  
GROWTH

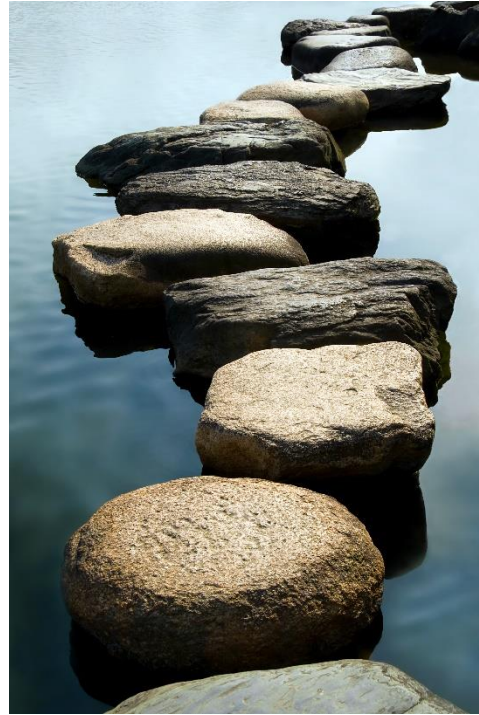


# HOW

- Explore Available Options: There are various career paths.
- Ask the Right Questions: Engage in conversations with others to understand what strengths, interests, untapped skills, and long-term goals you might have to advance in your career.
- Develop Your Personalized Path: Work on a career path that aligns with your desired career goal. Consider what training, mentorship, and experiences you will need along the way, including both hard and soft skills.



Identify where you want to be in the long term. Work backwards to determine stepping stones toward that goal.

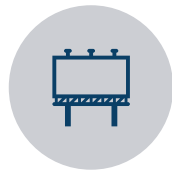




ESTABLISH A  
CAREER VISION



DON'T BE AFRAID  
TO BE CURIOUS



SAY "YES!" TO NEW  
OPPORTUNITIES



FIND YOUR  
ULTIMATE DREAM  
JOB



SEEK FEEDBACK



The image features a white background with a festive, celebratory theme. Scattered throughout are various pieces of colorful confetti and streamers. The colors include red, blue, yellow, green, purple, and teal. The streamers are long, thin, and wavy, while the confetti consists of small, irregular shapes like triangles and rectangles. The overall effect is that of a party or a significant achievement being celebrated.

# TOOLS

# FIND WHAT WORKS FOR YOU

Challenge

Pathing

Check-in with Supervisor

Identify a Mentor/Establish Your BOD

Goals and Steps to Accomplish

Take the Opportunity to Learn

# TAKE THE CHALLENGE

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## Career Growth Challenge

Update  
LinkedIn

Coffee  
Chat

Elevator  
Pitch

Create  
Career  
Path

Seek  
Mentorship

Research  
Business  
Trends

Networking  
Event

Self-Care  
Day

Goal  
Review

Seek  
Feedback

LinkedIn  
Endorsement

Certification  
Research

Volunteer  
Project

Client  
Connect

Share  
Tips

Thank You  
Email



# “CAREER GROWTH GOALS” FORM



## Career Growth Goals



Employee Name:  Date:

Expected Outcome:

Time Period Week/Month/Quarter	Dates	Action Items





# QUALITIES OF A GOOD MENTOR

- Relevant
- Respectful
- Eagerness to Invest
- Honest Feedback
- Reflective Listening
- Advocate

A festive background of colorful confetti and streamers in shades of red, blue, green, yellow, and purple. In the top left corner, there is a blue speech bubble containing the text 'Celebrate PUBLIC WORKS! APWA WA' and several celebratory emojis (party hat, smile, fire, clapping hands).

Celebrate

PUBLIC WORKS!

APWA WA

# THE POWER OF “YES”

## Saying “YES”:

- opens you up to new challenges and opportunities.
- invites collaboration.
- empowers and affirms others.
- creates an environment where it’s safe to try, fail, learn, and innovate.
- makes life more fun.





# START TODAY

- Remain positive
  - Keep a journal
- Focus on what you can control
  - Create good career habits
    - Invest in learning
  - Build a professional network
  - Schedule time to rest and plan

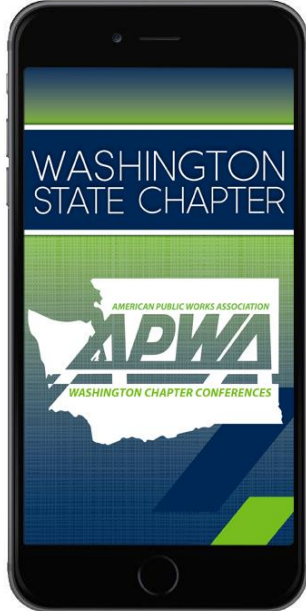


# QUESTIONS

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Thank you!



*Thank You*