

Radical Change in Careers and Mobility

Traditional

Career development means
upward progression

New positions
are offered to me

My manager helps me
plan my career

Development focuses
on *senior leaders*

My manager decides
when I am ready for a new position

Taking a new assignment
can be risky



Today

Career development means
growth through new experiences

I seek out and find
new opportunities

My manager, mentor, and others
help me find job opportunities

Development is available to
everyone

I decide
when I'm ready to change roles

Moving to a new position
is respected
and considered key to growth