

How to Advance Your Government Career

Career Coach: Michelle M. Carroll

Ask A Career Coach...

SESSION OBJECTIVES

- Discuss the differences and similarities of advancing your government vs. private sector career.
- Review successful strategies for advancing your government career.
- Answer your questions.

Government vs. Private Sector

DIFFERENCES

- **Lower Risk Factors**
- **Longevity vs. Pay for Performance**
- **Application Process**
- **Equal Opportunity Hiring held to a stricter more visible standard**

Government vs. Private Sector

SIMILARITIES

- Impressions count
- Rewarded for accomplishments
- Employee skills are matched to organizational needs
- Mentors are encouraged
- Building relationships is crucial

Strategies to Advance your Government Career

- Know yourself and your value
- Research and learn about your Agency or Organization's mission, vision and goals.
- Research possible career paths- technical vs. leadership
- Set goals that align with Agency/Organizational goals

Strategies to Advance your Government Career

- Create an IDP- Individual (Career) Development Plan
- Be open to learning- take advantage of training opportunities
- Try new things- details, inter-agency moves, lateral moves
- Track and communicate your accomplishments
- Seek opportunities to develop and enhance your skills
- Always do a good job

Strategies to Advance your Government Career

- **Get a Mentor**
- **Get a Coach**
- **Create and nurture positive relationships**
- **Have ongoing career conversations with your superiors**
- **Don't be afraid to pay for your own training or professional development**

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10% Discount off my standard coaching rate for ATD Members



QUESTIONS, THOUGHTS, COMMENTS?

