

# ACT and Career Success

## Could ACT help people to get promoted, earn more money and love their work?

ACBS Conference 2013

Rachel Collis & Professor Joseph Ciarrochi

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The following are related to 'objective' career success:

### Factors in the individual:

- Be undeniably good at what you do [1]
  - Get an education from a well-regarded school (scholastic, social and cultural capital) [1, 2]
  - Get good experience, especially international experience [1, 3]
  - Stick with one occupation [1]
- Be good at something that other people value
  - Law, engineering – not health![1]
- Focus on becoming better – deliberate practice [4]
- Seek feedback [5]
- Have a learning orientation rather than excessive focus on goal achievement [6]
- Develop influence behaviours, political knowledge and skills [3] [2]

### Build mutually supportive relationships

- Find good mentors [7] [8]
- Develop a meaningful, mutually supportive network [1] [3, 9]
- Be pro-social but ask others when you need help, use perspective taking to decide when and what to give, set limits and be careful about being too soft-hearted. [10][11]
- Be energetic and joyful. Know when to be outgoing and assertive and when to be quiet and withdraw (Extraversion v Introversion) [3] [11] [12] [13] and be able to engage in 'deep thinking (Bill Gates)

### Deliver results

- Be proactive [14] [12]
- Be conscientious [3] and work longer hours [1, 15] [3]
- Take risks and 'manage them like a rock climber' [16]

- Be prepared to transfer to another location [3] [2] NB This decreases career satisfaction.
- Be ambitious [2] [17] NB This also decreases career satisfaction.

### **Factors in the context -**

An organisation that:

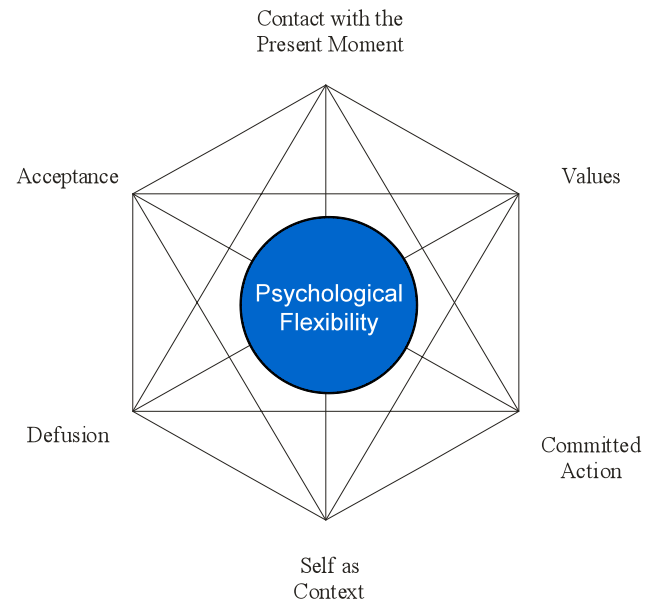
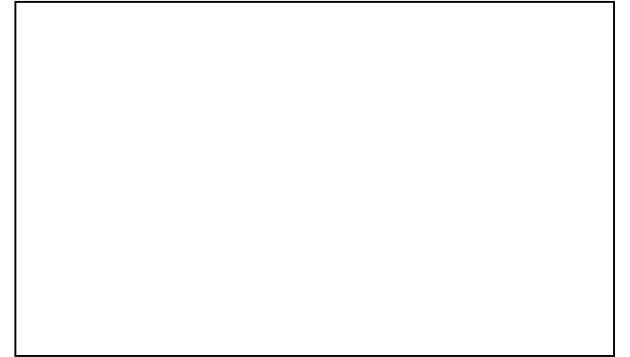
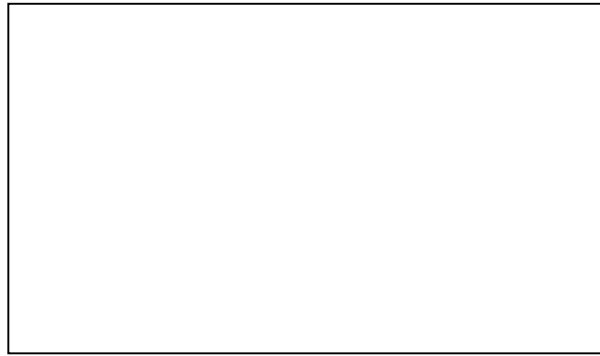
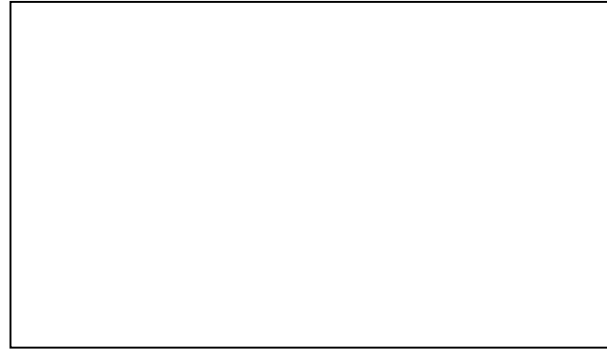
- Provides plenty of development opportunities for both you and your manager.[3] [2]
- Cares about wellbeing of employees [18]
- Values your contribution [18]
- Makes fair assessments of effort, expertise and output [2]
- Is publicly traded and is doing well [1]

A manager who

- Is trustworthy [6] and trusts you [2]
- Is supportive [2, 3]
- Believes in you and gives you assignments that help you to learn new skills [2]
- Gives you visibility to senior staff [2]
- Gives you information about what is going on at higher levels in the organisation and in the broader profession [2]
- Wants to help you to develop [2]
- Gives you credit [2]
- Supports you when you make a mistake or fail [2]
- Helps you to succeed at new or challenging tasks [2]

A role that:

- Provides changing activities [19]
- Provides contact with senior staff [20]
- Is seen as important to the success of the organisation [20]



## Willingness and Commitment Worksheet

**What value do you want to put into play (or more into play) in your life?** Values are like guiding stars. You set your course by them, but you never actually reach them or permanently realize them.

**Now pick an action(s)** that will lead you to put your value into play.

**What internal “stuff” seems to stop you from achieving that goal?**

Emotions and sensations?

Unhelpful rules (musts, shoulds) and evaluations (such as “It’s awful,” “I can’t stand it,” “I’m not good enough”)?

The key here is to look at this private stuff as what it is—just stuff—not what it says it is. Private stuff seems more powerful than reality sometimes. It often says it is something that is dangerous or something that is literally true. Take anxiety. It says it is powerful, like you have to run away from it or listen to what it says. Notice how “anxiety” is just a word that describes a bunch of fleeting thoughts and feelings. Notice how you can have those thoughts and feelings and still do what you value.

**Are you willing to make room for the thoughts and feelings that show up as a result of your committed action?**

**Yes** Go forward with your journey and experience it!

**No** Go back, choose a different valued action, and repeat this exercise.

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