

# SECOND CURVE CAREERS

## CMC Business Psychology



### REFLECTING ON OUR CAREERS

We have noticed an interest from some people in considering what their future career might look like. For some they are realising that they would like more flexibility on a longer term basis or some are realising their industry isn't as robust as they thought. A common thread we have noticed that this shift in the way we work has created a prompt to reflect on our career and think about how we want to work going forward.



### PORTFOLIO CAREERS

There are many ways of exploring your 'dream job' and we believe in actually challenging the concept of one perfect job. There are many ways of planning your career, including a 'Portfolio Career' which is having a few roles, jobs or sources of income rather than one traditional job. There is an increase in this type of career for older workers. Working independently has an attraction for older workers as it allows them to scale their workload to suit their lifestyle rather than be bound by organisational role responsibilities.



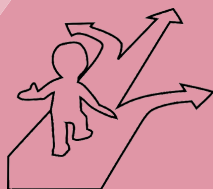
### WHERE DID 'SECOND CURVE' COME FROM?

There are a few writers and researchers who peaked my interest in this area. One is Charles Handy who has wrote so many books on work and careers. He actually coined the term 'second curve careers'. I do recommend checking out some of his work if you are looking for some reading.



### HERMINIA IBARRA

In her original work, Ibarra talks about the process of transition in exploring career changes and the feeling of uncertainty as we change our work identity. She explores thinking about new opportunities or new learning that allow us to experiment with possible future selves. Some people have been forced to learn new skills such as creating technology solutions to traditional ways of working. Some of these forced experiments may have created awareness of new capabilities to possible new career opportunities



### EXPLORING YOUR OPTIONS

If you do feel like you have a few new options then I recommend that you note each idea and explore the possible options for each idea. Headings for exploring these options are: 1) Possible job, 2) Skills required, 3) Cost for development, 4) Time, 5) Network, 6) Evidence. Don't worry if you can't answer them all now as that's the experiment part in finding out.



### FINDING OUT MORE

Clare is currently completing her doctorate research on the topic of career transitions and will be focusing on this subject more in the upcoming months. If you would like to know more about career transition, then do check out our reading list on our website or do get in touch via [clare@cmcbp.co.uk](mailto:clare@cmcbp.co.uk).