



ENLIGHTEN EXERCISE #11

The Changing Career Paradigms

What differences, if any, in career expectations, values, and aspirations do you think exist between long-tenured “baby boomer” talent in organizations and the short-tenured “iPOD generation” of today?

What are the implications of these differences for career management today?

OLD PARADIGMS	NEW PARADIGMS
Traditional families	Non-traditional families
Job security	Employability security
Longitudinal career paths	Alternate career paths
Job/person fit	Person/organization fit
Work is where you go	Work is what you do
Hierarchical structure	Flat/matrix structure
Organizational loyalty	Job/task loyalty
Career success	Work/family balance
Academic degree	Continuous relearning
Position/Title	Competencies/development
Full-Time employment	Contract employment
Retirement	Career sabbaticals
Single Jobs/Careers	Encore careers
Change in jobs based on fear	Change in jobs based on growth
Promotion tenure based	Promotion performance based
Many workers are smarter	Many workers are different

