



# Blueprint *for Career Development*



**1**

## Career Competency and Phase

The Blueprint is anchored by eleven competencies, which are broad goals for career development. Each competency is described at four development phases. Select a competency. For example, take a competency from phase two.

**Career Competency 2.2**  
Develop abilities for building positive relationships in life (II)

**2**

## Learning Stages

There are four stages of the Learning Taxonomy in the Blueprint. Identify the appropriate learning stage.

**Stage 1**  
Acquisition

**Stage 2**  
Application

**Stage 3**  
Personalisation

**Stage 4**  
Actualisation

**3**

## Performance Indicators

Indicators are general objectives that describe specific knowledge, skills and attitudes. There are several indicators for each competency and learning stage. Select an appropriate indicator.

**Competency 2.2.12**  
Demonstrate dependability and honesty towards others

for example...  
Participants will describe three things they have done recently that demonstrate dependability or honesty

**4**

## Local Standards

Local standards are means of measuring achievement. Develop local standards appropriate to your circumstances.

## THE CAREER COMPETENCIES BY AREA AND PHASE

CAREER COMPETENCIES	PHASE I	PHASE II	PHASE III	PHASE IV
<b>AREA A: PERSONAL MANAGEMENT</b>				
1. Build and maintain a positive self-image	1.1 Build a positive self-image while discovering its influence on self and others	1.2 Build a positive self-image and understand its influence on life and work	1.3 Develop abilities to maintain a positive self-image	1.4 Improve on abilities to maintain a positive self-image
2. Interact positively and effectively with others	2.1 Develop abilities for building positive relationships in life (I)	<b>2.2 Develop abilities for building positive relationships in life (II)</b>	2.3 Develop abilities for building positive relationships in life and work	2.4 Improve abilities for building positive relationships in life and work
3. Change and grow throughout life	3.1 Discover that change and growth are part of life	3.2 Learn to respond to change and growth (I)	3.3 Learn to respond to change and growth (II)	3.4 Develop strategies for responding to life and work changes
<b>AREA B: LEARNING AND WORK EXPLORATION</b>				
4. Participate in life-long learning supportive of career goals	4.1 Discover life-long learning and its contribution to life and work	4.2 Link life-long learning to personal career aspirations, both present and future	4.3 Link life-long learning to the career building process	4.4 Participate in continuous learning supportive of career goals
5. Locate and effectively use career information	5.1 Discover and understand career information	5.2 Locate, understand and use career information	5.3 Locate, interpret, evaluate and use career information	5.4 Locate, interpret, evaluate and use career information (II)
6. Understand the relationship between work, society and the economy	6.1 Discover how work contributes to individuals and the community	6.2 Understand how work contributes to the community	6.3 Understand how societal and economic needs influence the nature and structure of work (I)	6.4 Understand how societal and economic needs influence the nature and structure of work (II)
<b>AREA C: CAREER BUILDING</b>				
7. Secure/create and maintain work	7.1 Explore effective work strategies	7.2 Develop qualities to seek and obtain/create work	7.3 Develop abilities to seek, obtain/create and maintain work	7.4 Improve on abilities to seek, obtain/create and maintain work
8. Make career enhancing decisions	8.1 Explore and improve decision-making	8.2 Link decision-making to career building	8.3 Engage in career decision-making	8.4 Incorporate adult life reality into career decision-making
9. Maintain balanced life and work roles	9.1 Explore and understand the interrelationship of life roles (I)	9.2 Explore and understand the interrelationship of life roles (II)	9.3 Link lifestyles and life stages to career building	9.4 Incorporate life/work balance into the career building process
10. Understand the changing nature of life and work roles	10.1 Discover the nature of life and work roles	10.2 Explore non-traditional life and work options	10.3 Understand and learn to overcome stereotypes in life and work building (I)	10.4 Understand and learn to overcome stereotypes in life and work building (II)
11. Understand, engage in and manage the career building process	11.1 Explore the underlying concepts of the career building process	11.2 Understand and experience the process of career building	11.3 Recognise and take charge of the career building process	11.4 Manage the career building process

### FOLLOW THESE FOUR STEPS FOR ANY COMPETENCY:

- 1 What competency is important?
- 2 Which learning stage is appropriate?
- 3 Which indicator is relevant?
- 4 What local standard will measure achievement?