

Career Development Includes Life Outside the Workplace



Your career spans a lifetime, but it's not your whole life. Thus it's important that your career development plan aligns with your values and interests, such as time with your family, vacation, hobbies, and volunteer activities related to your profession or community. That alignment can help you achieve greater work–life balance.

There are many skills that can be learned and practiced outside of a corporate environment by volunteering in the community. Here are just a few examples.



Coaching and Team Building:

Volunteer coaching provides opportunities to learn about diversity, teach new skills, and mentor people in the community, among other things.

- **Extraverts** typically enjoy social interaction, taking action, and getting to results quickly, so coaching a youth sports team might be a natural fit.
- **Introverts**, on the other hand, might prefer one-on-one coaching or mentoring opportunities through an organization like Big Brothers Big Sisters.



Management and Leadership:

Nonprofit organizations rely on volunteers for help with fundraising, strategic planning, budgeting, and other functions.

- **Intuitive types** might enjoy a leadership position that allows for creativity, such as planning the theme for a community event.
- **Sensing types** might prefer bringing order or organization to the event by working on the supplies, materials ordering, staging, financial plans, or bookkeeping.



Planning and Organization Skills:

Professional organizations often use volunteers to plan educational conferences, events, and meetings for members. The volunteers benefit by learning to set goals, delegate, and measure the success of the event.

- **Thinking types** can bring a logical approach to the process of planning and measuring success.
- **Feeling types** may enjoy working on a marketing or PR plan to envision the event's impact and the public's reaction.



Presentation Skills:

Speaking at a meeting offers exposure to a broad professional network and the opportunity to hone your presentation skills.

- **Extraverts** might enjoy teaching in front of a classroom through an organization like Junior Achievement or presenting at a conference.
- **Introverts** might prefer volunteering to speak to a special interest group or presenting a webinar on a topic of expertise.



Change Management:

By becoming involved in civic and disaster relief organizations, volunteers can learn about change leadership and the economic challenges of rebuilding a community.

- **Judging types** can help bring clarity to short-term and long-term plans.
- **Perceiving types** can help identify alternatives and new approaches.



Sandra Stroope is a human resources manager at Intermountain Healthcare. She has 20 years of experience in human resources with an emphasis in talent, leadership, team, and organizational development. Sandra has experience creating HR and development solutions that align with business strategy and achieving results in a variety of industries at global and Fortune 500 companies. She is the author of more than a dozen works, including a chapter in *Integrated Talent Management Scorecards* (ASTD Press, 2013).

E-mail: sandra.stroope@gmail.com

800-624-1765 : www.cpp.com/4U : The Myers-Briggs® experts

© 2014 by CPP, Inc. All rights reserved. The MBTI logo is a registered trademark of the Myers & Briggs Foundation. The CPP logo is a registered trademark of CPP, Inc.

