Topics

- Employment Options
  - Direct
  - Contract
  - Consulting
  - Self-employment

- Career Options
  - Management vs Technical
  - Large Company vs Small Company
How Do You Decide?

- Where am I in my career?
  - Is this where I want to be?
- Where am I going?
  - Is that where I want to be, and if not, how do I change direction?
- Do I have the skills I need?
  - To stay current with my present employer, or remain in the same industry
  - To pursue a new direction
Employment Options

- Direct
  - Employment Stability
  - Benefits provided
  - Training programs

- Contract
  - Employment is project based
  - Benefits and training are typically the individual’s responsibility
Questions to Ask Yourself

- Contract vs Direct
  - Are you flexible?
  - A quick learner?
  - Self-motivating?
  - Comfortable not being “part” of an organization?
  - Willing to spend time and money to update your skills?
Questions to Ask Yourself

- Direct vs Contract
  - Do you prefer a sense of stability? I.e. a regular paycheck.
  - Company provided benefits?
  - Being part of an organization?
Employment Options

- Consulting - Offering fee-based expertise directly to companies, or the public
- Typically requires licensing or registration
- Can be done solo, or as part of a practice
  - Alliances
  - Virtual Companies
Questions to Ask Yourself

- Do I have skills that are needed and companies are willing to pay for?
- Do I have the contacts to get business?
- Do I have/am I willing to develop the marketing skills required to sell myself?
- Am I self-motivating?
- Willing to spend time and money to update my skills?
Employment Options

● Self-Employment - start your own company, join a co-op, or buy an existing company
  ● Do you have a product or service that you believe there is a market for?
  ● Is it a feature, product or a company?
  ● If you decide to purchase a company do you understand the customer base/market?
Questions to Ask Yourself

- Do you have a product or service?
- Have you investigated the market for your product or service?
- Do you have the resources (financial) to support the business and yourself?
Career Options

- Management Track vs Technical Track
  - Even with the restructuring and outsourcing by companies, management opportunities will continue to exist
  - If remaining technical, skills need to be maintained and a focus selected: generalist or specialist
Questions to Ask Yourself

- Management vs Technical
  - Enjoy working with people and helping them to learn and grow in their careers?
  - Interested in the business side of the industry?
- Technical vs Management
  - Like solving technical problems
  - Working with the latest technologies?
  - People issues don’t interest you?
Career Options

- Large vs Medium vs Small Company

- Large
  - Provides greater options in terms of projects, technologies, and management positions. Tend to be bureaucratic

- Small
  - Opportunity to learn how all groups within company function. May have limited exposure to new technologies and projects.
Questions to Ask Yourself

- Do you prefer small intimate organizations, with maximum exposure to product development process?
- Prefer a larger set of options for projects and technologies?
- Looking for a management career path?
Career Options

- Start-up vs Established
  - Risk with potential for high return versus stable environment
Questions to Ask Yourself

- **Start-up**
  - Can you handle risk?
  - Prepared to make financial sacrifices?
  - Do without, or provide own benefits?

- **Established**
  - Are you more comfortable in a structured environment?
  - Looking for traditional career paths?
  - Need benefit packages?
Recommendations

- Take time to consider what it is you want out of your career
- Consider how the options we have discussed might work for you
- But remember, nothing is permanent in today’s evolving workplace
Additional Questions

- What have I learned about myself?
- Am I a risk taker?
- Am I conservative?
- What are my present responsibilities?
- How open to change am I?
- How would I react to a sudden change?
- Do I know the current market conditions?
- Do I have the skills I need?
- Do I have a network in place?