

ASK THE CAREER ENGINEER!

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Q: Should one state career goal in hierarchical terms giving definite time lines or it should be a generalized statement? Naheed, India

Goals and professional development are important and you must state them during your interview. However, the hierarchical explanation of where you want to go, how you plan to get there, with cited timelines may be a bit overwhelming for some organizations. Remember, companies are looking for a good fit, an employee they like, and a person they can train “their” way. (Basically a good Return On Investment, (ROI). Giving those specifics in the fashion you described in your question may give an impression that you are looking to take things over. Sharing how you plan to move up the corporate ladder in “x” amount of time to attain the VP’s level, may not go well if that particular VP is the one who will make you the offer.

That is why it is so important during your market development that you research the company’s personality and culture to make sure the “good fit” works both ways. I recommend contacting companies where your ambitions compliments versus competes with the corporate culture and ideals. In my opinion, keep you career pathways response general in nature. *“My short-term goal is to become a member of your team and learn your business “your way”. Once I have accomplished that, based on my determination, performance and ambition, looking to aspire to a position of leadership and additional responsibilities as it relates to the company’s vision.”* Something along those lines ☺.

If you have a question for “The Career Engineer” send an email to francina@thecareerengineers.com . Author of the book, ***A Mind to Work: The Life and Career Planning Guide for People Who Want Need to Work!*** For more information on Harrison & Associates, call 757-420-1109 or visit our website at www.thecareerengineers.com.