Avoiding the Career Plateauing Trap

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Session T229
Avoiding the Career Plateauing Trap

Instructional Objectives:
After participating in this session, attendees will be able to:
1. Define career plateauing
2. Discuss a model for career development
3. Analyze the major types of career plateauing
4. Discuss the sources of career plateauing
5. Discuss strategies to cope with career plateauing
Avoiding the Career Plateauing Trap

“Career plateauing refers to feeling of frustration and psychological feebleness that individuals tend to experience following a temporary or permanent halt in advancement of their careers.”

Lemire, Saba, and Gagon
A MODEL OF CAREER DEVELOPMENT

<table>
<thead>
<tr>
<th>Developmental tasks</th>
<th>Exploration stage</th>
<th>Establishment stage</th>
<th>Maintenance stage</th>
<th>Disengagement stage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Identify interests, skills, fit between self and work</td>
<td>Advancement, growth, security, develop life style</td>
<td>Hold on to accomplishments, update skills</td>
<td>Retirement planning, change balance between work and non-work</td>
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<tr>
<td>Activities</td>
<td>Helping Learning Following directions</td>
<td>Making independent contributions</td>
<td>Training Sponsoring Policy making</td>
<td>Phasing out of work</td>
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<tr>
<td>Relationships to other employees</td>
<td>Apprentice</td>
<td>Colleague</td>
<td>Mentor</td>
<td>Sponsor</td>
</tr>
<tr>
<td>Typical age</td>
<td>Less than 30</td>
<td>30 – 45</td>
<td>45 – 60</td>
<td>61+</td>
</tr>
<tr>
<td>Years on job</td>
<td>Less than 2 years</td>
<td>2 – 10 years</td>
<td>More than 10 years</td>
<td>More than 10 years</td>
</tr>
</tbody>
</table>
Types of Career Plateauing

- Structural Plateau
- Content Plateau
- Life Plateau
- Contribution Plateau
Sources of Career Plateauing

"Your career seems to have plateaued."

Source: www.parkavegrp.com
Sources of Career Plateauing

Individual Skills and Abilities
Sources of Career Plateauning

Individual Needs and Values
Sources of Career Plateauing

Lack of Intrinsic Motivation
Sources of Career Plateauing

Lack of Extrinsic Rewards
Sources of Career Plateauing

Stress and Burnout
Sources of Career Plateauning

Sluggish Organizational Growth
Signs of Career Plateauing

You have stopped growing

You no longer enjoy the work

Continuous improvement is not part of the mantra

Greener pastures truly are greener

The organization’s ethics and values are inconsistent with your own
Getting Off the Career Plateau
Strategies to Cope with Career Plateauing

Defense
Strategies to Cope with Career Plateauing

Revaluation
Strategies to Cope with Career Plateauing

Transition
Possible Benefits to a Career Plateau

Spend time at base camp

Time to learn new skills

Time to self-evaluate

Achieve work-life balance
Let us Continue the Conversation
References


