



Irreplaceable


How to be continuously employable in a rapid changing environment

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CONTINUOUSLY EMPLOYABLE IN A RAPID CHANGING ENVIRONMENT



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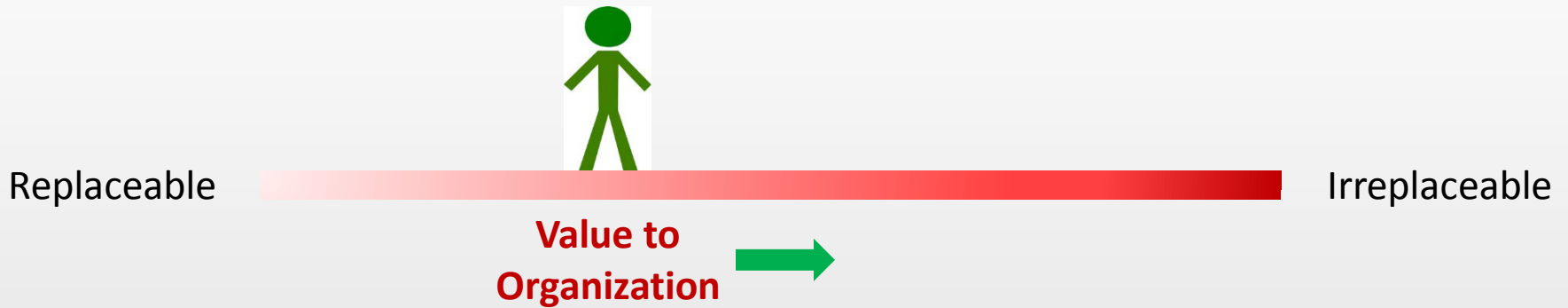
- 
- 20+ years of experience in large scale transformations
 - Co-founder SehatYab.com
 - Co-founder Help Change A Life
 - Formulated the R&D/Technology strategy for the oil & gas sector in Kuwait
 - Made and managed private equity investments in Asia
 - Crafted the turn-around strategy for Kuwait Airways
 - Designed infrastructure management strategies in the US

Today, organizations are faced with rapidly changing environments, competitive pressures, ever-changing technological advances, and more



Pressure to be more innovative,
more productive and more
flexible has never been greater.

How you want to strategically approach your career development in this new world of work?



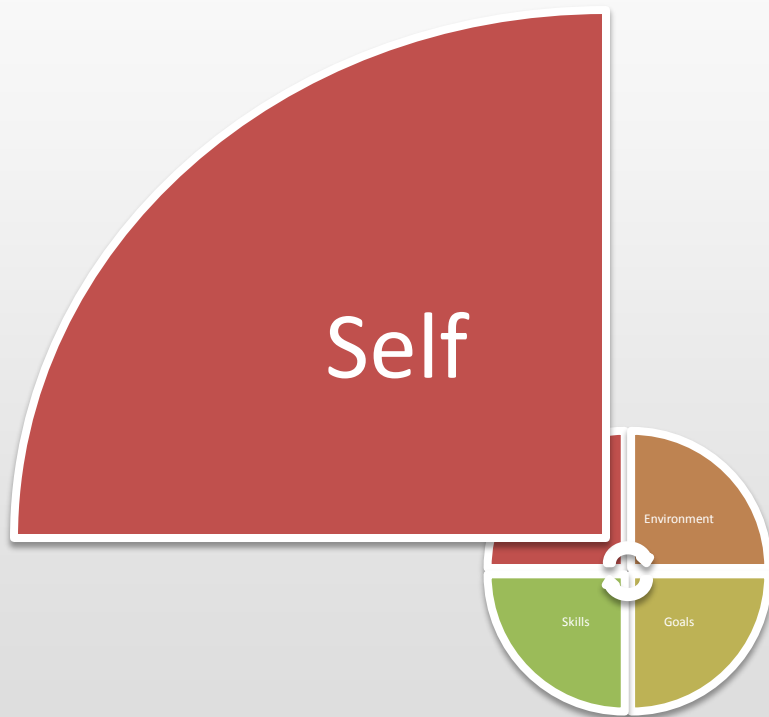
Genuine Value = Employability

Continuous Value = Continuous Employability

Staying ahead of the change



1. Know Yourself



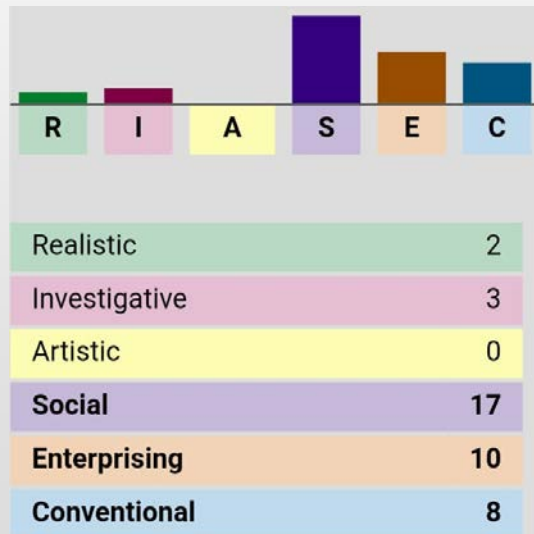
I am aware of myself

- A. Interest
- B. Skills
- C. Values
- D. Personality & Workstyle

1. Know Yourself



Q: *What do I enjoy doing?*



A. Interests

The more a career meets your interests, the more likely it will be satisfying and rewarding to you.

- Realistic — practical, hands-on problems and solutions
- Investigative — ideas, thinking, and figuring things out
- Artistic — creating, designing, and making your own rules
- Social — helping people, teaching, and talking
- Enterprising — leading, making decisions, and business
- Conventional — data, detail, and regular routines

Resource: O-net Interest Profiler

1. Know Yourself



Q: *What technical and behavioral skills are my strengths?*



Interest
Skills
Values
Personality

Your skills in order of strength are:

• Complex Problem Solving Skills	7.00
• Resource Management Skills	6.75
• Social Skills	5.67
• Basic Skills	5.60
• Systems Skills	5.33
• Technical Skills	3.36

B. Skills

- **Technical Skills**

Knowledge of a specific subject, procedures, equipment, or vocabulary necessary to perform a particular job

- Financial Planning
- Market Research
- Performance Management

- **Behavioral Skills**

Behavioral skills that are applicable in many different jobs and fields

- Decision Making
- Planning & Organizing
- Communication

Resource: Strength Finder, NOVA

1. Know Yourself



Q: *What my values are in relation to work?*



C. Values

- Most important guiding principles that help set priorities in your career and life.
- Highly personal and define what is purposeful and meaningful to you

Your values in order of priority are:

1. Excellence
2. Risk-taking
3. Recognition

Accomplishment	Excellence	Predictability
Adventure	Exploring	Purpose
Authority	Fairness	Recognition
Balance	Family	Respect
Belonging	Friendship	Responsibility
Health	Fun	Risk-taking
Challenge	Helping	Security

Resource: NOVA - MyPlan

1. Know Yourself



Q: *What is my natural way of working?*

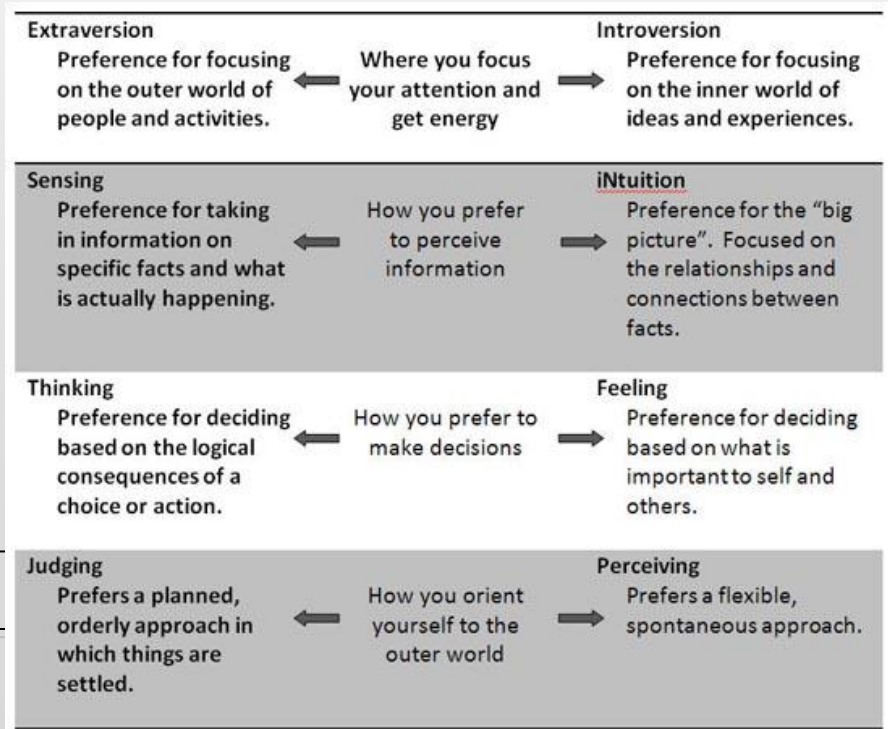


Your personality type is ENTP:

- Interested in people
- Project-oriented
- Enjoy generating ideas
- Bright and capable
- Flexible and Diverse
- Excellent communication skills
- Excellent people skills
- Natural leaders, but do not like to control people
- Resist being controlled by others
- Lively and energetic; able to motivate others
- Highly value knowledge and competence
- Enjoy solving difficult problems
- Dislike confining schedules and environments
- Dislike routine, detailed tasks

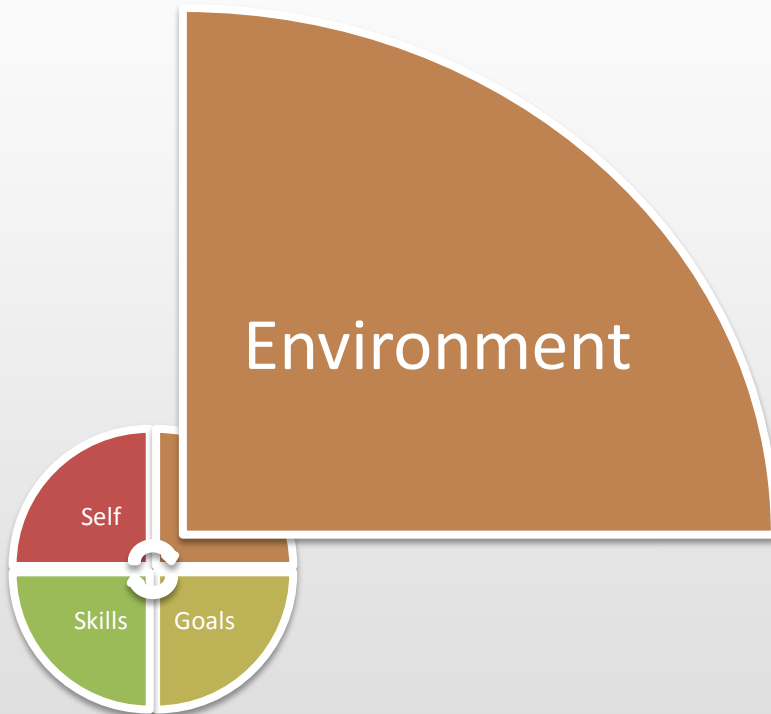
D. Personality & Workstyle

Personality can be defined as your natural way of working. Some of us prefer working quietly alone, others like to interact with many people. Many of us appreciate detail and exactitude, while others prefer to see the big picture.



Resource: Myers Briggs Type Indicator

2. Know Your environment



I am aware of my environment

Active awareness of trends, developments, opportunity areas, and growing fields.

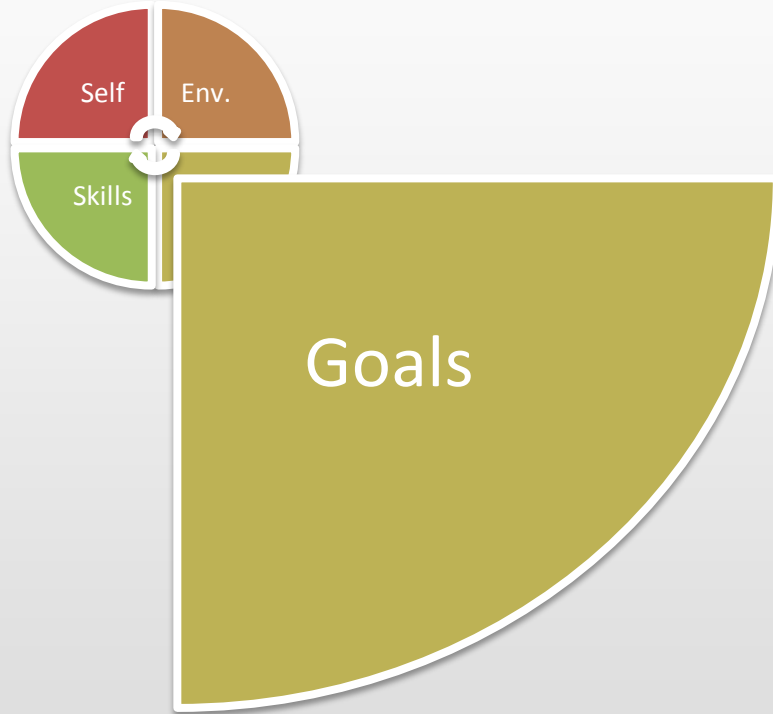
- *What are the major industry, economic, political and social changes taking place that will affect my work?*
- *What are the opportunities and problems ahead?*
- *How will my profession be different in two years? In five years?*
- *What counts for success here? How will that change in the future?*

Gaining knowledge of:

- Career Possibilities
- Job Opportunities

That are aligned with my interest, skills values and personality

3. Set Goals



I have my Career Action Plan

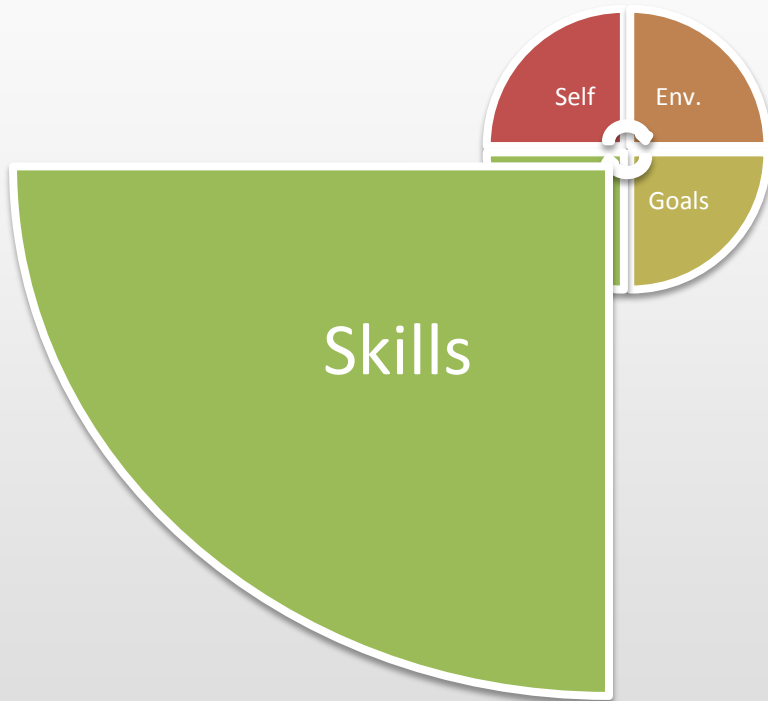
Proactively put all the pieces of information about yourself and your environment together to produce a set of career-related goals and options

- Short-term goals
- Long-term goals

You are ready to **start making career-related decisions** happen, such as:

- Learning new skills to enhance your career
- Changing jobs
- Choosing a different career path
- Networking to stay ahead of environment

4. Build Skills



I am building my skills

Once you've developed career goals, you can **prioritize the skills you want to develop:**

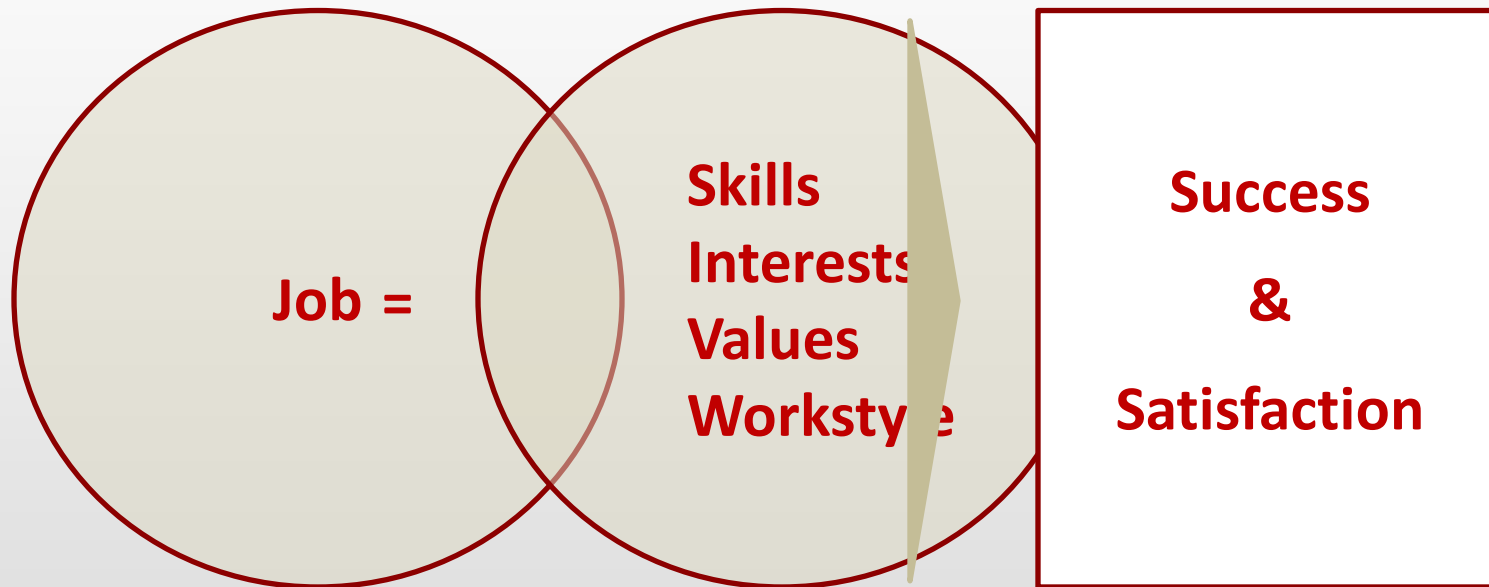
- Develop skills in your company's core competencies
- Learn new skills

Your Skills = Vehicle for delivering value

- In the work you do, or
- Want to do in the future.

Lifelong learning is the key to career success

I am staying ahead of change



I have become irreplaceable



SME = Subject Matter Expert

Where do you stand?

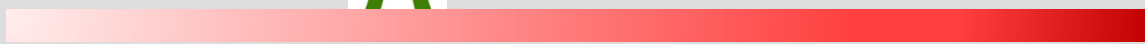


Understanding the aspects in which you are strongest and weakest can help you take a more balanced, effective approach.

Take the Assessment



Replaceable



Irreplaceable

**Value to
Organization**





Thank You

Assessment: Where do you stand?

Not True = 1, Somewhat True = 2, Very True = 3

1. Self: Understanding your strengths, workstyle, interests, values in relation to work	Score
1. I know my interest and how they relate to my career	
2. I know the strengths I bring to work	
3. I understand my areas of professional growth	
4. I know what my values are in relation to work	
5. I know my preferred work style	
SELF TOTAL	

2. Environment: Active awareness of trends, developments, opportunity areas, growing fields	Score
1. I know what is changing in my organization and how it will effect my career	
2. I know what it will take to excel at my current job	
3. I know what is changing in my field and how it will effect my career	
4. I know how to research careers relevant to me	
5. I know how to identify work environments that are satisfying to me	
ENVIRONMENT TOTAL	

4. Skills: Develop the knowledge, how-to skills and habits that prepare and qualify you for the opportunities	Score
1. As per my career goals, I have identified skills to develop	
2. I am actively seeking career development experience, that I need as per my goals, on the job	
3. I understand the positive impact of my skill development on my organization's future	
4. I stay up to date on the skills relevant to my field	
5. In the past 2 years, I have participated in training activities aligned with my career goals	
SKILLS TOTAL	

3. Goals: Combining your understanding of Self & Environment to develop short-term & long-term Goals	Score
1. I have a long range vision for my career	
2. I have set my career goals consistent with my department goals	
3. I have set my career goals consistent with my performance feedback	
4. My career goals ensure that I will stay on top of changes in my field	
5. I can balance my career goals and personal priorities	
GOALS TOTAL	



KNOW YOURSELF:

- Interests:
 - O-net Interest Profiler: <https://www.mynextmove.org/explore/ip>
- Skills
 - Strength Finder: <https://www.gallupstrengthscenter.com/>
 - NOVA: <https://myplan.novaworks.org/focus/selfassessment>
 - CA CareerZone: <https://www.cacareerzone.org/skills/>
- Values:
 - VA WIZARD: <https://www.vawizard.org/wizard/values-assessment>
- Personality:
 - Myers Briggs Type Indicator:
<http://www.humanmetrics.com/personality>
<https://www.mbtionline.com/>

KNOW YOUR ENVIRONMENT:

- Understand company Mission, Values and Goals
- LinkedIn: <https://mena.udacity.com/>
- Bayt: <https://www.bayt.com/en/kuwait/>
- MonsterGulf: <https://www.monstergulf.com/>

DEVELOP SKILLS:

- Seek on-job-training
- Coursera: <https://www.coursera.org/>
- Udacity: <https://mena.udacity.com/>
- LinkedIn Learning: <https://www.linkedin.com/learning/me>

Don't just stay ahead – become irreplaceable

Below is a list of the **Invaluable Factors** anyone can develop to make themselves truly irreplaceable

Demand represents how well your skill set matches the current needs and wants of the market. You have little direct control over demand, so the only way you can improve upon this factor is to increase your understanding of current and future market trends and work to align your actions with those trends. Consider: *What is the current and future market demand for your personal skill set?*

Ability represents how well you do what you do or how much value you actually provide. It is important to continuously deliver progress and results; it is not enough to just know what your position is supposed to be or how to do what is required of you. You must also seek to continually improve on that ability on a daily basis to become more and more invaluable. Consider: *What are you doing daily to improve your ability to perform for the unit you work for and the organization as a whole?*

Irreplaceability measures how difficult it is to replace you and is a function of two things: the available competition for your position, and how deeply you understand the unique needs of your current employer. To stay irreplaceable, you must commit to ongoing research and reevaluation. Consider: *What is the biggest thing keeping your boss from firing you right now?*

Focus requires you to avoid anything that gets in the way of you spending time in your most valuable activities. These are the activities that have the greatest impact on the bottom line, both for you personally and for the organization as a whole. The more you spread yourself out in many directions, the less valuable you become. As information and available options continue to explode, so does the temptation to engage in many less valuable activities. Consider: *How well do you focus your actions on your most valuable activities?*

Resource: Invaluable by Dave Crenshaw