

Career Assessment Resources

The following resources are thought catalysts for anyone exploring and reflecting on career topics. These are not step-by-step guides for 'finding the right career' but compelling career-related references that can enrich a personalized discovery process. I add annotations to whet your appetite:

1. Bennis, W. (1989). *On becoming a leader*. Cambridge, MA: Perseus Books.

A core message of this book is the importance of lifelong personal development as a cornerstone to continued professional development. A classic.

2. Bowe, J., Bowe, M., & Streeter, S. (2000). *Gig: Americans talk about their jobs*. New York, NY: Three Rivers Press.

The stories in this volume are poignant because they are transcripts of employees describing their day-to-day work in – sometimes gory – detail. Delightfully voyeuristic, it enhances the reader's appreciation of the rich diversity of what people *do* when they are at work.

3. Bridge, W. (1995). *Jobshift: How to prosper in a workplace without jobs*. Cambridge, MA: Perseus Books.

This author's central message, so cogently argued, remains pertinent for anyone currently employed: We must all consider ourselves as independent contractors would, whether we are permanent employees, consultants, or temps. Why? Because with the current popularity of outsourcing, we must continuously make our case for remaining (or becoming) 'insourced.'

4. Carson, R. (2003). *Taming your gremlin: A surprisingly simple method for getting out of your own way*. New York, NY: HarperCollins Publishers.

The author frames one's inner conflicts from a unique and actionable perspective. By literally *naming* your habitual processes of self-sabotage and self-doubt, you begin to tame your internalized gremlin. Moreover, Carson keeps it real by offering constructive ways to co-exist with your gremlin rather than pursue the inherently doomed goal of ridding yourself entirely of self-sabotage and doubt.

5. Jensen, B. (2000). *Simplicity: The new competitive advantage in a world of more, better, faster*. New York, NY: Perseus Books.

Bill Jensen has a common-sense approach to work and the workplace: Simplicity is power. Simplicity also allows people to work smarter and more effectively. Simplicity is not simplistic, and it involves designing a learning approach that encourages organizational communication and honesty. Uncommon common sense.

6. Kets de Vries, M.F.R. (1995). *Life and death in the executive fast lane: Essays on irrational organizations and their leaders*. San Francisco, CA: Jossey-Bass, Inc.

Manfred Kets de Vries is a thought-leader in psychodynamic interpretations of organizational life. In this collection of essays, Kets de Vries writes in an easy-going, often humorous or amused, tone as if you and he were informally chatting in person. The content, as a result, comes alive as he deftly applies psychoanalytic principles to common situations in organizational life. Enlightening and a joy to read.