

Chapter 1 : How Career Development Programs Support Employee Retention

This book is intended to guide the reader in the process of designing his or her career and achieving it. Chapter 1 begins with a look at self: developing areas of self, personality type, self-concept, and self-efficacy, making positive personality changes, sharpening basic skills, and evaluating.

For some, they are a nostalgic reminder of their youth. For others, they offer an immersive storyline and plot, or represent a piece of visual art with graphics that are beginning to push the boundaries of reality. Video games can also be educational and functional, providing an interactive way for players to learn new concepts and ideas. But how exactly does a person break into video game development and design? What kind of education makes this easier? And how can an applicant stand out from the crowd in this competitive, yet growing field? Video game design refers to the many creative aspects of building a video game. Video game designers typically work in teams to tackle issues such as setting, character, and object design; animation; and the overall mood, style, and mechanics of a game. Really, any work related to the visual or creative vision and design of a video game will come from a designer, typically in the form of sketches, concept art, animations, or storyboards. Developers work to convert the concepts created by a designer into an actual, playable product through computer code. Just like video game designers, developers will often work in teams who are responsible for different components of the game, like character development, setting, and gameplay. Just as with any other job, people choose to pursue a career in video game design or development for a number of reasons, ranging from having general interest in the industry and medium to a desire for a well-paying job in a growing field. According to an industry-wide salary survey conducted by video game news site Gamasutra, video game developers in the U.S. This growth has allowed the industry to attract greater and more diverse talent that may have, in the past, been drawn to other kinds of technology companies and startups. All of these have spurred hiring. But the primary motivation for seeking one of these careers is, according to Seif El-Nasr, simply a passion for the industry. They relate to the stories and the artwork and the gameplay on a personal level. Lay the Groundwork with a Related Degree According to Seif El-Nasr, most employers in the video game industry do not place a lot of weight on specific college degrees. For that reason, video game developers and designers will often have earned an undergraduate or graduate degree in computer science. Degrees that offer specializations or concentrations specific to video game design can also help give future applicants a leg up on the competition by allowing them develop skills specific to the career that they will be seeking. The best way to do this, she says, is to build a portfolio of projects that prospective employers can evaluate. What matters is the quality of the product, and also the diversity in the portfolio. Demonstrating an ability to code, troubleshoot, and debug in different languages, for example, or design in multiple mediums and artistic styles, may help to differentiate job applicants. Of course, students will often use their undergraduate and graduate studies as a means to an end in creating a portfolio of finished projects that can be shown to future employers. Degrees like those offered by Northeastern University, which prioritize experiential, hands-on learning can be especially helpful in this regard. Leverage Industry Connections to Get Your Foot in the Door As with any career, the best way to break into an industry is to leverage your network and connections. Knowing someone who works at, or has worked at, a specific company means that you may be able to land an interview or earn a well-respected recommendation. Because professional networks usually grow out of work experience, this can be difficult for many recent college graduates who have not yet worked in the industry. In addition to allowing students to build experience and a portfolio of projects, it comes with a built-in network of faculty and peers. These degree programs are typically staffed by faculty who have worked in the industry, meaning that they have industry contacts that students can leverage when they are applying for jobs. Classmates, too, who are hired by different companies may become important contacts later in your career. But beyond this, participating in competitions offers applicants a way of getting in front of potential future employers, and is an important part of building a professional network. But by choosing the right degree program, preferably one focused on experiential learning like a Master of Science in Computer Science or Game Science and Design, students can lay a solid educational foundation, build a portfolio demonstrable of their skills, and begin

establishing a professional network that can be leveraged throughout their careers.

Chapter 2 : Sample Career Development Plan: Free Template + Career Development Plan Examples

Your Career by Design Published: 31 Oct By Carol McLachlan for blog.quintoapp.com Carol McLachlan, theaccountantscoach, shares her unique mix of experience from the worlds of Big 4 audit and personal development.

Why do I really want to achieve this career goal? I enjoy managing people, being able to steer the ship more and I love the challenge of moving into greater levels of responsibility. The excellent branch manager salary is also very attractive to me. I also have a goal of owning my own business one day, and this will be a good stepping stone by giving me greater people management, budgeting and strategic planning experience.

Possible Obstacles and Solutions to the Goal

Obstacle 1: Current management may see my formal management training to be insufficient. Discuss this with Mr. Research online study, ask Mel in the accounts department for some help. Investigate online Udemy course. I may have a reputation in the organization for not being very good at managing conflicts with staff. Investigate conflict resolution training and enroll. Read "Getting to Yes". Schedule a real talk with Mary about this issue.

Steps Required for Achieving Career Goal [each of these steps will need a target date, date reviewed and date completed which are not shown in the example below but are shown in the career development plan template download]

1. Arrange time with Mr. Deepen my customer service training. Read "Secret Service" book and two other customer service books in the next 18 months. Ask Mel if he can help. Gain more self confidence around people. Lose 8 kg and enrol in gym membership. Investigate using a personal trainer. Enrol in conflicts resolution online course to help deal with difficult staff situations. Organize career development coaching for one to two months each year to help me with this career development plan. Find out if my department will fund this. Ask Leah Mitchell if I can run customer service excellence workshops for CES staff on monthly basis to enhance my teaching skills and customer service understanding. Check with her regarding budget for covering extra staff during these training workshops. Discuss my aspirations and action steps with HR manager. The other details of the plan are as follows:

Sample Career Development Plan Goal Your career development plan must be specific, measurable, attainable, realistic and time bound.

Specific Your goal needs to be well defined. To be specific you need to ask the what, where, who questions about your goal. Explain very precisely what it is you want to accomplish.

Measurable To be measurable, you must know without any doubt when you have actually reached your goal. If the end result is not precisely measurable, you need to redefine your career development plan so that it is.

Attainable Your goal must be attainable. Is it actually possible to achieve this? There is a balance between shooting for the stars and pursuing something that is not really attainable. Aim big but start small! A career goal that is attainable by one person may not be attainable by another depending on their motivation, inborn job skills, and experience etc. Assess these characteristics in yourself first. Have a close look at your goal. Can you honestly say that you think it is attainable with the right amount of effort? If so, go for it.

Realistic A goal could be attainable but not realistic. That might be an unrealistic goal even though it is attainable.

Relevant Is your goal relevant to where you want to be in your career long-term? Is your goal relevant to who you are as a person and what you want to achieve in your life. Is it in line with your worldview, core values and beliefs as a person.

Time Bound Does your goal have time boundaries? Make sure you fill in the target finish date on your sample career development plan worksheet, otherwise you open yourself up to never ending procrastination. One of the keys to success in achieving your career goals is to set aside regular appointments with yourself to monitor your progress. But more importantly you should implement some accountability around your career goals. This could simply be somebody in your work environment who you are close to and you trust and will agree to meet with you to keep you accountable. If this career development plan has been initiated by the organization where you work, then the person who will keep you accountable will probably be your supervisor, manager, etc. However, this is not as effective as a person more removed from you with little emotional connection. Other important concepts used in a career development plan include: Commit to ongoing learning and improving your natural abilities and talents. Think, industry expert blogs, podcasts, audiobooks, etc. Commit to ongoing self-assessment. Learn how to become a good conversationalist. And most of these come through friends and contacts. Use other career development tools.

For example, you may find it beneficial to engage in some career development coaching. If your career development plan involves self-employment, consider commencing a small business on the side to allow you to get a feel for running your own business while still keeping your day job. Many successful business people start like this. I was able to build this careers business in the beginning by creating this SBI website you are reading on a part-time basis. Other career development articles you may be interested in:

Chapter 3 : Career Development | Interaction Design Foundation

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June 10, by Florence Ng Once you have a solid career and clear idea of the direction you want your life to go in, it is important that you also have a career development plan to help you excel in the future and in your chosen field. A career development plan will help you develop specific career goals and map out a course for you with the tools that are the best fit to reach your goals. Set Goals With any plan, you are going to want to set goals that are going to help you follow through with your goal to completion. One of the most important steps in your career development plan will be to determine your overall career goals. These are going to help give your career plan purpose and direction. Here are some tips to keep in mind while formulating goals for your career development plan: Make sure that you set goals for yourself that are both short-term and long-term goals so that you will be able to feel as if you are unlocking achievements as you go along. Your goals should be specific. Specific goals will be easier to achieve than broad statements of hope. For instance, write down a specific position that you wish to hold in your field. However, when it comes to your objects for your career plan, they can be more open-ended. For example, you might list the things you want your career to fulfill and certain needs you hope to meet. Learn more about goal setting and methods of success here. Ask Questions Once you write down your goals and objects, ask yourself questions about them. This will help you get a better understanding of the direction you want yourself to go in. Why do I want to reach these goals? How will my career be different once these goals are met? How will I know that I have accomplished this goal? If you find yourself having a hard time answering these questions, then your goals might be too broad and not specific enough or you might have irrational hopes for your career development. If this is the case, consider re-writing your goals and objectives. Assess Your Current Position Take awhile to assess where you are right now in your career. Where do you want to go from here? Determining where you stand at this very moment will help you develop the understanding you need to move towards your goals. Are you in the right field or industry? Perhaps you want to move up in the career you are already in. To help you assess your current position: Make a list of the skills and the areas of knowledge that you have right now. Make a list of the past work experience that you have that is relevant to your current position and the department that you work in. Go over your strengths and weakness and how they relate, help, or hinder your chosen career path. Have Options When creating any type of goal, it is important that you give yourself options. Usually there is more than one way or path to take to achieve a certain goal. Once you are able to assess and understand your current position, you will be able to discover the various options that you have that can help you bridge the gap between your career goal and your current status. Consider developing skills that you need to get to where you want your career development plan to take you. Brainstorm ways to develop yourself in your current position. If you are unemployed, consider different options and ways to progress in the field of your choosing. Write Out Your Career Development Action Plan Once you have all your ideas and thoughts in mind for your career development plan, you can start to construct your action plan. Creating your action plan will be the most concrete part of the development plan for your career. Your career development action plan should: Specifically indicate the steps you want to take to achieve your goal. Incorporate a time-table for when and how you want to take your steps to achieve your goal. Make sure that you allow room for flexibility, alternate options, and external factors that could change up the process. Make note of any hurdles or barriers that you could come across that might prevent you from achieving your career development plan goals. When you identify these barriers, make sure that you write down ways and steps that you can take to overcome these hurdles. SMART goals are ones that are:

Chapter 4 : Tips for Building a Career in Video Game Development and Design

Career Development This is a good article posted today by HC Online which pinpoints areas to identify those who are strategists or strategic thinkers. If you are in a role that requires strategic-related tasks, or are wanting to progress to a role that requires strategic thinking, or wanting to employ a candidate where strategic thinking skills.

Chapter 5 : Career Skills - Career Development Tools and Ideas from blog.quintoapp.com

The full list of UX literature that deals with Career Development, from the world's biggest and most authoritative library of UX design resources.

Chapter 6 : Popular Career Development Books

Just as with any other job, people choose to pursue a career in video game design or development for a number of reasons, ranging from having general interest in the industry and medium to a desire for a well-paying job in a growing field.

Chapter 7 : Career Development Plan Example: How To Write A Successful Career Development Plan

Career development is an integral part of your educational experience here in the College of Design. Due to the diverse spectrum of design career paths, students can find employment in small or large design firms, non-profit organizations, government agencies, large corporations and in entrepreneurial endeavors.