

# Career Transition Framework

The comprehensive model applies six fundamental milestones across service levels. Service levels are differentiated by duration, consultant access, resources, and network access. The milestones guide participants in better understanding the transition process and how best to achieve personal and professional goals. The model is flexible, allowing each participant to focus on the most personally relevant milestones.

## ORIENTATION & ASSESSMENT

- Create a public exit statement
  - Establish career goals
- Assess skills, values & interests



## MARKETING TOOLS DEVELOPMENT

- Polish resume, CV & biography
- Build LinkedIn & other social media profiles
- Write cover letters, critical correspondence & elevator speech
- Identify and qualify references



## MARKETING PLAN

- Formulate strategic approach to the search
- Build tactical action plans for executing the search



## RESEARCH & NETWORKING

- Mine & develop contacts
- Leverage connections, networks & recruiters



## PREPARATION & INTERVIEWING

- Prepare for effective interviews
- Learn typical formats & techniques
- Record practice interviews & receive valuable feedback



## OFFERS

- Clarify required criteria
- Evaluate & negotiate offers

