



**CASE WESTERN RESERVE
UNIVERSITY**
Department of
Human Resources

Career Well-Being Incentive Program

Sample Track 3: Career Planning Through Strengths and Values Work

Staff Goal Example: exploratory work regarding professional work and future opportunities. Suitable for those looking for alignment in their current or future careers.

Career Well-being Incentive Category: Career Coaching

Activity 1: Consultation meeting with staff member and Career Development Manager

Activity 2: Training video 1: Find Your Perfect Career Fit and related exercises

Activity 3: Client exercise: complete core values worksheet and skillset identification work

Activity 4: 1:1 meeting with Career Development Manager to discuss training video 1 and all worksheets from activities 1-3 as well as preparation for activity 5

Activity 5: Client exercise: current job description analysis self led with activity guide

Activity 6: 1:1 meeting with Career Development Manager to discuss activity 5 and preparation for activity 7

Activity 7: Client exercise: future position skills analysis using job descriptions of interest

Activity 8: 1:1 meeting with Career Development Manager to discuss activity 7 and prepare for activity 9

Activity 9: compare and contrast current skills and values with the ones identified in the future position analysis. Complete reflection questions.

Activity 10: 1:1 meeting to discuss activity 9 and develop a plan for the future. This may include future training recommendations or developing a plan of action.

Other Considerations

Customized plans will vary slightly from the above. There may be more or less activities, resources, or 1:1 meetings based on the needs and learning style of the individual. All plans will, however, meet [Wellness Program Incentive](#) requirements. Staff members need to complete at least 7, one-hour long assignments or a total of 7 hours of combined programming to meet incentive program requirements. For this reason, plans created by the Professional Development Center (PDC) will consist of 8 activities/engagement or more.

Please note, a path like this is not appropriate for someone ready to apply to an open position immediately as incentive plans take place over a minimum of 7 weeks. This plan is a DRAFT and is not to be used to pursue the Wellness Incentive without a meeting with the Career Development Manager. Request a meeting to discuss this plan [here](#).

Questions related to the above plan should be sent to the Career Development Manager, Andrea Hess, at axh479@case.edu.