



UNDERSTANDING CAREER READINESS

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INTRODUCTION

Understanding career readiness means grasping the knowledge, skills, attitudes, and experiences a person needs to successfully transition into and thrive in the workplace. It's about being prepared not just to get a job, but to build and sustain a career.

While knowledge, skills, and attitude can be acquired via training either formally and informally. This is not the same as experience which grows as you progress in your career.

Career Readiness involves a five-step career decision-making process: self-assessment to understand your interests and skills, identifying and researching potential career options, evaluating and prioritizing those options based on your goals, taking action through internships and networking to gain experience, and finally, reflecting and re-evaluating your plan as you progress.



TWO CRITICAL PARTS OF READINESS TO LOOK AT:

1. Career Knowledge – Possible roles in the Industry.

- Understanding career options and your pathways especially your core background and skills to them.
- Being aware of industry expectations and standards. Is there an alignment between your core background/skills and the industry expectations and standards?

2. Personal & Interpersonal Readiness

- Emotional intelligence.
- Networking and relationship-building.

Personal and interpersonal Readiness: Understand Yourself.

- Emotional Intelligence: Self Awareness, Self-management, Social Awareness/Empathy, and Social Skills/relationship management.
- Identify interests, values, and personality: Determine what truly motivates you and what kind of work environment would best suit you
- Assess skills: Understand your existing strengths, both technical skills and transferable skills (e.g., communication, problem-solving).



To grow into career readiness, you must have a sense of direction: you must know your strength, your weaknesses, your interest, and your opportunities. You must indeed know where you are and where you want to be.



There are three kinds of people; Those who don't know what they want to do - the confused, those who know and yet don't do it- the frustrated ones, and the ones who knows and go ahead to do it, the fulfilled ones.

Success don't just happen; you must be intentional about succeeding in your career steps and path. ***“If you want to succeed, you need to do whatever it takes. Get up an hour early. Stay up an hour later. Give up your lunch hour. Put in extra time on the weekends. If you don't, you'll have to prepare to give up your dreams and any hope of reaching your potential.”***

“Nobody ever got ready by waiting. You only get ready by starting.”

Law of Diminishing Intent: The longer you wait to do something you should do now, the greater the odds that you will never actually do it.