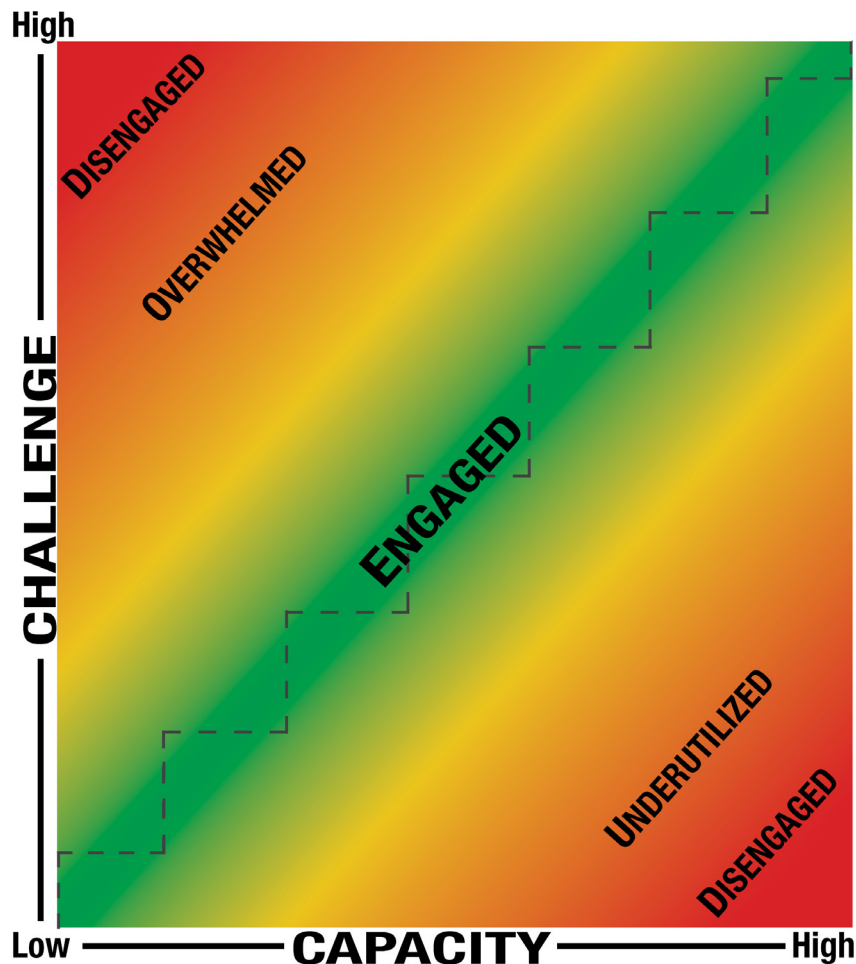


Career Engagement



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In developing the Career Engagement model, Neault and Pickerell (2011) drew from Csikszentmihalyi's (1997) work on flow, Vygotsky's (1978) work on the Zone of Proximal Development, and their own work exploring career management as a driver of employee engagement (2006). The Career Engagement model helps explain the relationship between capacity (i.e., skills, attributes, resources, and supports) and challenge (i.e., level of difficulty of a given task); when capacity and challenge are balanced, engagement can be achieved. However Vygotsky's (1978) contribution demonstrates that balance won't be perfect; instead, a zone of engagement will exist. Individuals who can manage their careers to balance challenge and capacity have a better chance of maximizing career engagement.

Over the next several months Deirdre and Roberta will be doing further research into the model and creating a survey to measure Career Engagement. If interested in participating in the research study please contact Deirdre at deirdre@lifestrategies.ca

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