



Career Move Options

Career Planning for Employees

Why should you consider a variety of different career moves?

When employees traditionally think about career moves, they think about promotions or moving “up a ladder.” Yet, there are many different types of movements you can make in your career to broaden your skills, build up your network, and increase your visibility. This “lattice” versus “ladder” approach toward careers is more reflective of today’s organizations.

What kind of career moves can you make?

Vertical or moving up: A traditional movement that provides an increase in wages, status and responsibility

This move is usually done in an effort to achieve a higher position in the organizational structure. If you want to move up, focus your attention on a position that is one to two levels above your current job - a position that you’re qualified for but will still stretch and add onto your experience.

Lateral or moving across: A move into a position that may not have a different status or pay grade but broadens one’s knowledge or skill base

This option is usually sought after to create new experiences and challenges while also providing incentives other than pay, like a stimulating environment and new colleagues.

Realignment or moving down: A move into a position that is below the level of your current job

This option may be used when you would rather be in a previous job or a role with less responsibility. Your goal may be to be happier, feel more competent, or allow for better work/life integration. Maybe your life is more demanding and you would like less responsibility. It can also be used when certain positions offer the training and on the job experience necessary to move into a different field or career direction.

Relocation or moving out: A move out of a division, organization, or field

This option may be used when your interests no longer match your job or no longer fit the opportunities available.

Enrichment or growing in place: A move that expands on or changes responsibilities within the position that one already has

This option opens up new experiences and challenges while allowing you to grow in a position and environment that you like. (See also: Job Crafting)

Exploratory or looking around: Asking the questions of “What else can I do? Where else can I go?”

While not a definitive movement, this option is ongoing and can help clarify your individual approach to career development. It is a state in which you are identifying other capabilities, experiences and jobs that align more closely with your skills, values and goals. It also raises awareness of your options as you prepare and adjust to make the next moves in your career.