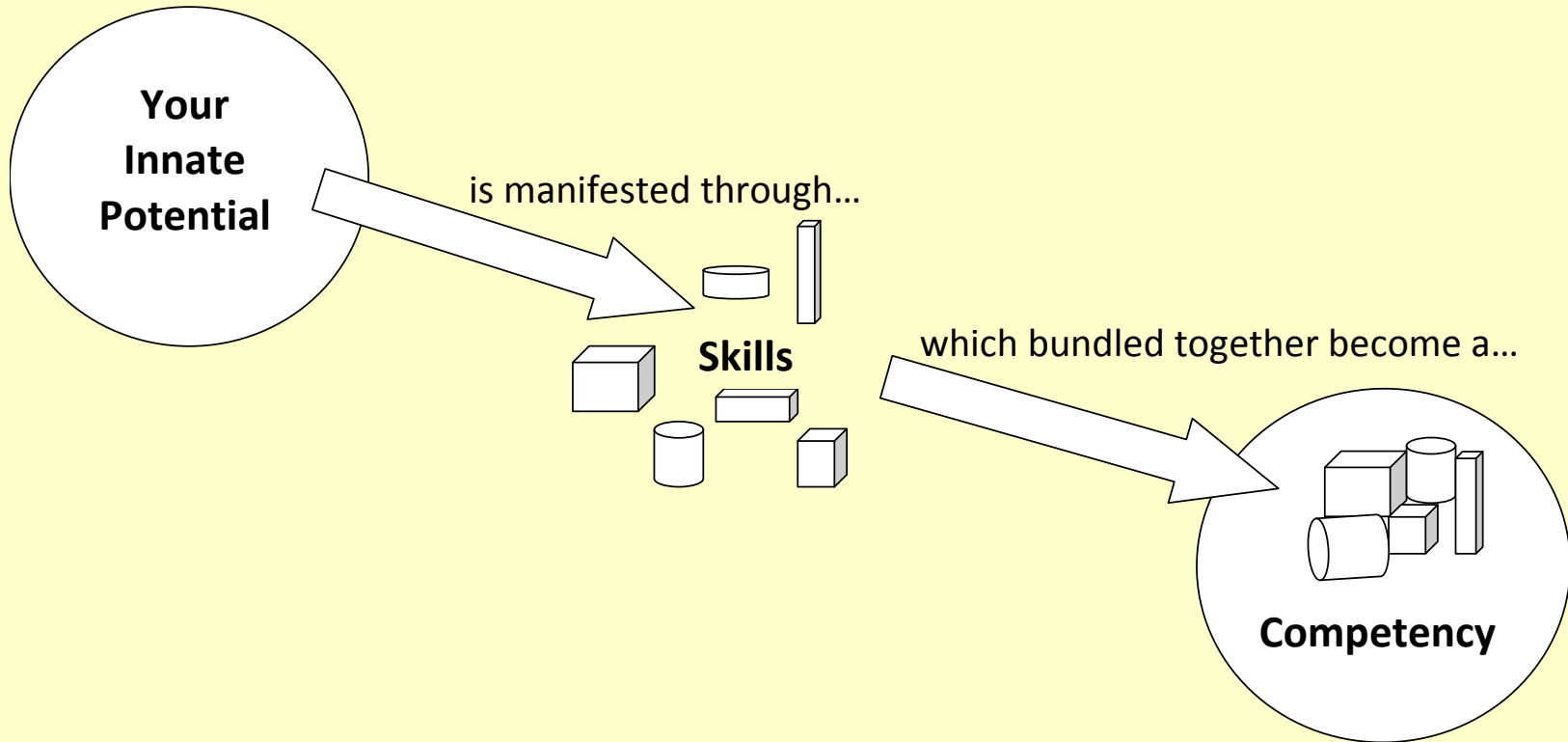
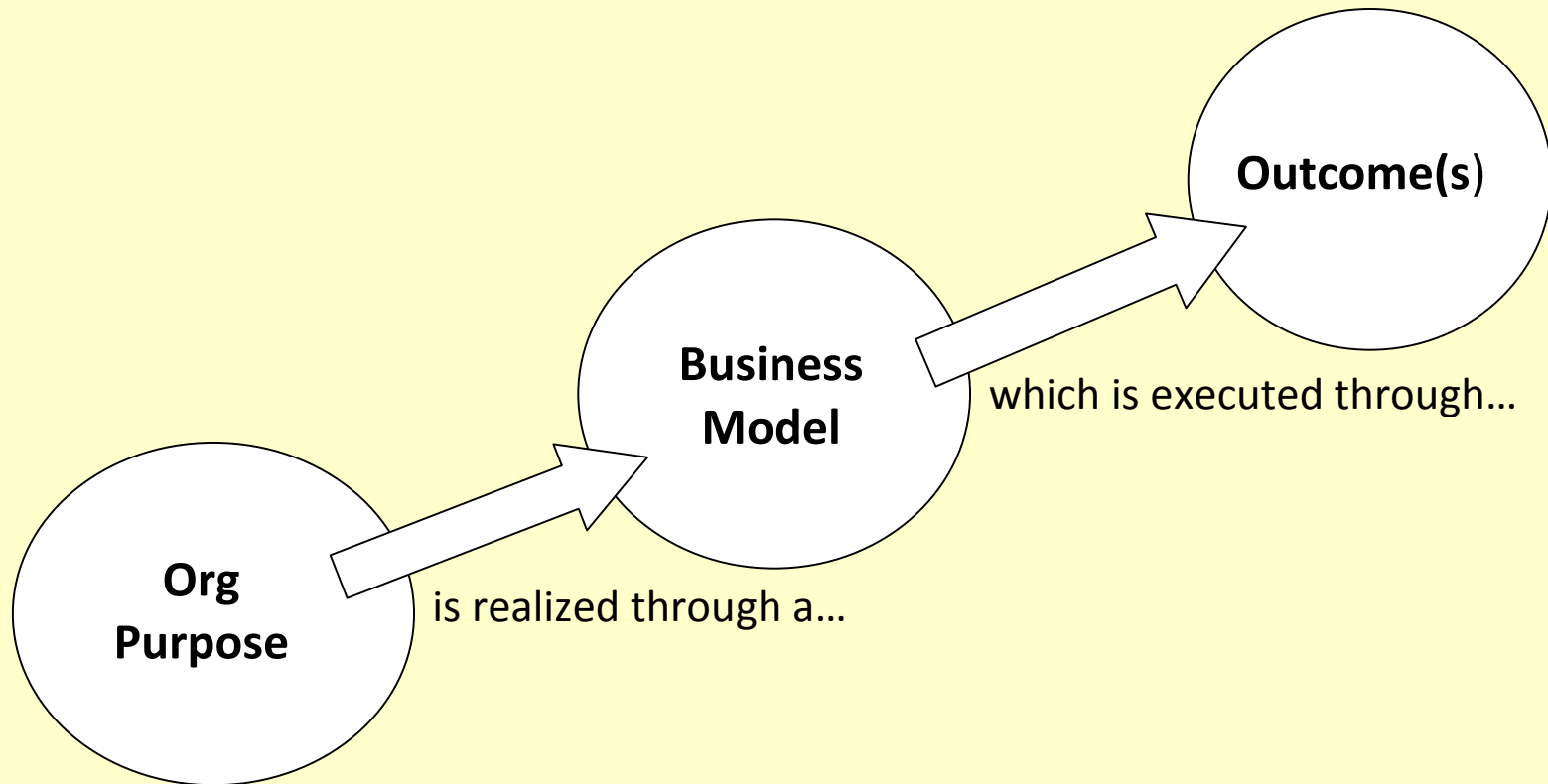


Navigating Your Career through the White Water of Healthcare

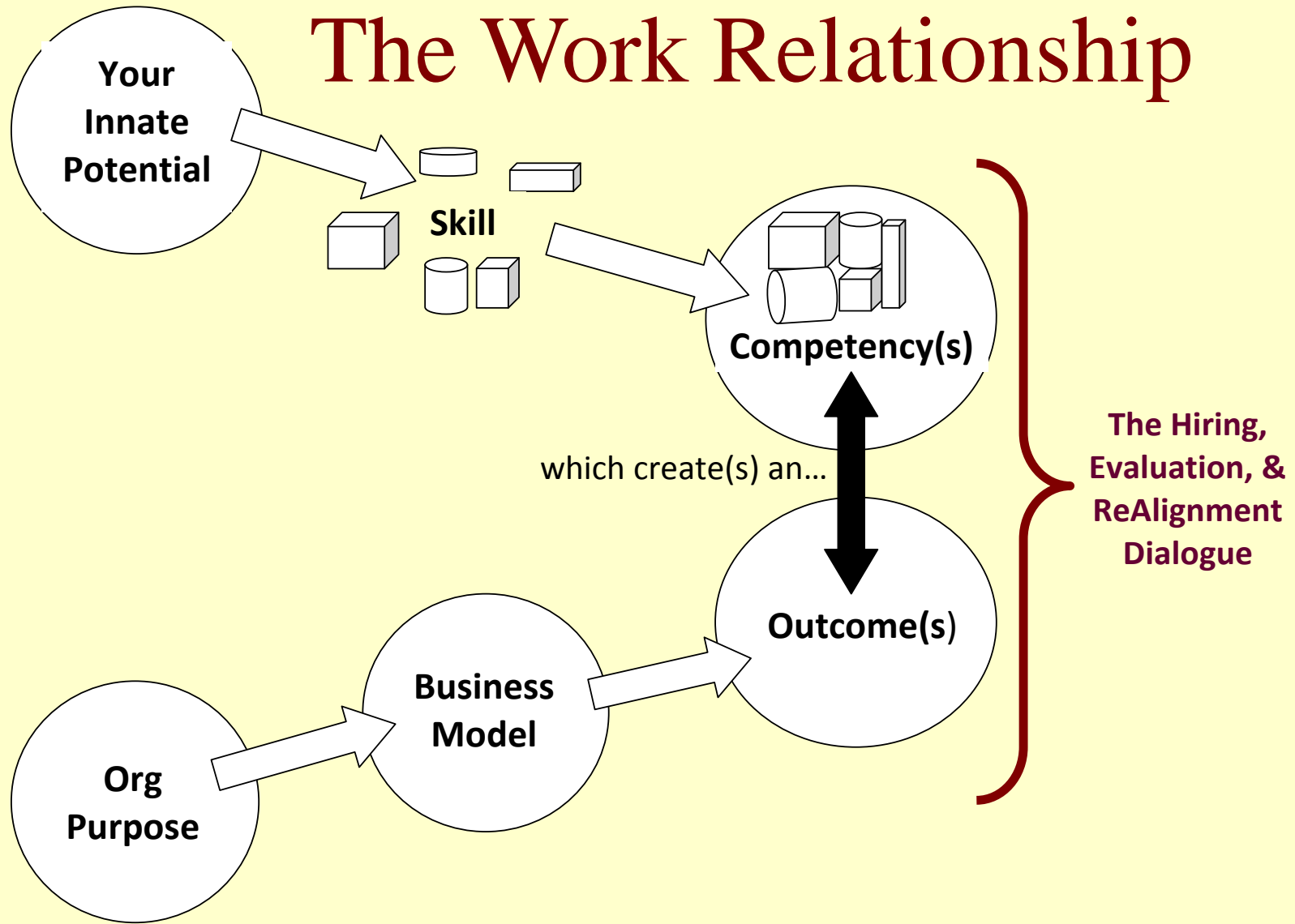
Career Development



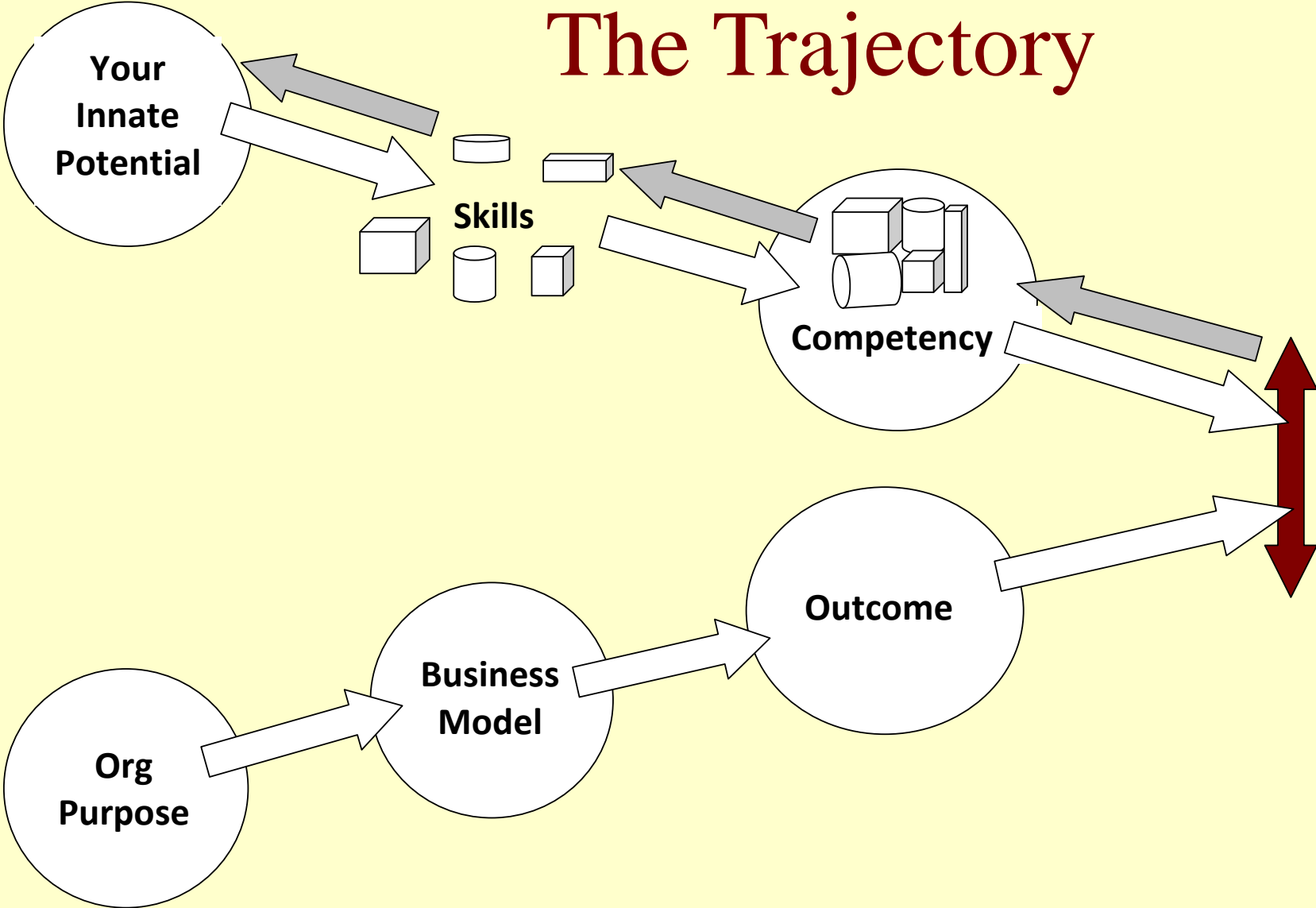
Organizational Development



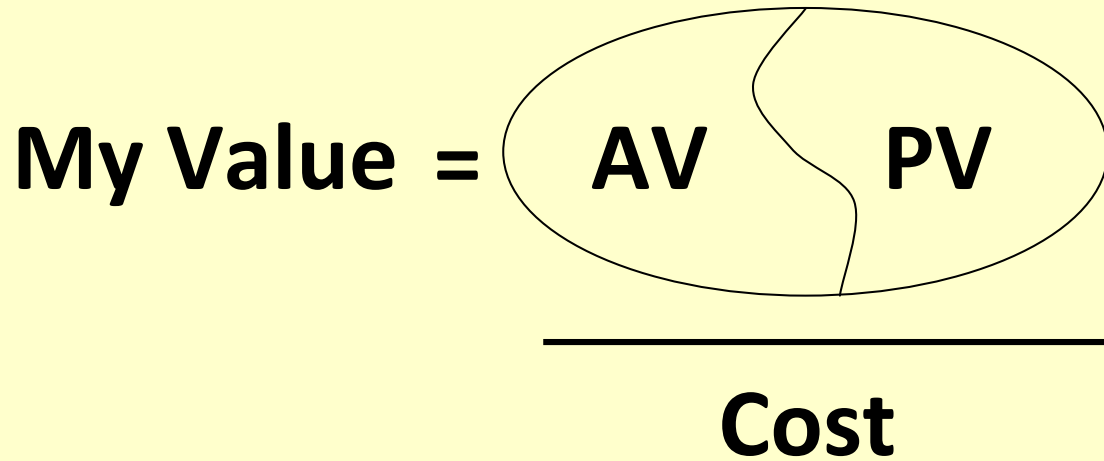
The Work Relationship



The Trajectory

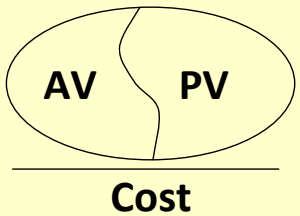


The Value Equation

$$\text{My Value} = \frac{\text{AV} + \text{PV}}{\text{Cost}}$$


My Actual Value (AV)

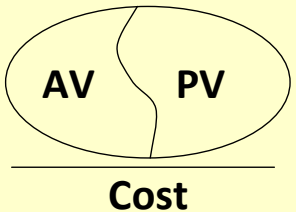
“How would I know if I was successful?”

$$\text{My Value} = \frac{\text{AV} + \text{PV}}{\text{Cost}}$$


“What is the material difference I make to my organization’s success?”

“What are the competencies I must possess to create the outcomes I must create?”

My Perceived Value (PV)

$$\text{My Value} = \frac{\text{AV} + \text{PV}}{\text{Cost}}$$


“What is my brand?”

“What is the expectation others have
of my value?”

“How well do I connect my material value to
others?”

My Perceived Value (PV)

“What is the **Picture** others have of my value?”

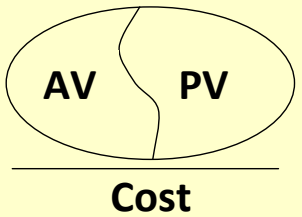
$$\text{My Value} = \frac{\text{AV} + \text{PV}}{\text{Cost}}$$

My **Visibility**: “How aware are others of the value I create?”

My **Credibility**: “How aware are others of new areas where I could create value?”

My Perceived Value (PV)

The **Packaging** of my value.
“How easily can others
access my value?”

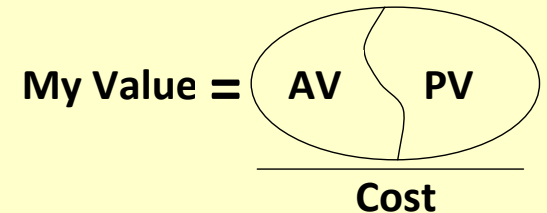
$$\text{My Value} = \frac{\text{AV} \quad \text{PV}}{\text{Cost}}$$
A diagram illustrating the equation 'My Value = (AV PV) / Cost'. The numerator consists of two ovals, one labeled 'AV' and one labeled 'PV', separated by a wavy line. The denominator is the word 'Cost' positioned below a horizontal line.

My **Relational Style**: “Am I a high-maintenance employee?”

My **Communication Ability**: “How easy is it for others to get my input and information?”

My Perceived Value (PV)

My **Perspective**: “How do I/should I think about how I think?”



“What is/should my **orienting framework** be?”

“How do I/should I understand **the context** in which I am working?”

“What is/should be **my self-identity**?”