

# The Career Adaptivist

Maintain Career Clarity and Control amongst  
the Chaos

Career Development Health Check

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## Career Development Health Check

Use this quick self-assessment to understand how well you are managing and developing your own career right now. It will give you a snapshot of your strengths, gaps, and where to focus next.

Rate each statement honestly using this scale:

| Option       | Score | Description                                                              |
|--------------|-------|--------------------------------------------------------------------------|
| Foundational | 1     | Limited or ad hoc; inconsistent little structure in place                |
| Developing   | 2     | Some progress, starting to put structure in place but not yet consistent |
| Advanced     | 3     | Strong, consistent practice; embedded as part of your regular routine    |

### Health Check Questions

#### 1. Self-Awareness and Clarity

|                                                                                 |                  |
|---------------------------------------------------------------------------------|------------------|
| I have a clear understanding of my strengths, values, motivators, and skills.   | 1/2/3            |
| I regularly reflect on my career progress and what matters most to me.          | 1/2/3            |
| I can clearly explain my unique value proposition i.e. what makes me stand out. | 1/2/3            |
| I understand the trends and changes happening in my industry or profession      | 1/2/3            |
| <b>Total Score</b>                                                              |                  |
| Foundational (5 or less))                                                       | Developing (6-8) |
| Advanced (9 – 12)                                                               |                  |

#### 2. Career Direction

|                                                                                            |                  |
|--------------------------------------------------------------------------------------------|------------------|
| I have a clear, longer-term career direction (3+ years) that excites me                    | 1/2/3            |
| I have explored different career options and chosen a path that aligns with my priorities. | 1/2/3            |
| I have clear success criteria. I know how I will measure whether I am on track.            | 1/2/3            |
| <b>Total Score</b>                                                                         |                  |
| Foundational (4 or less))                                                                  | Developing (5-6) |
| Advanced (7 – 9)                                                                           |                  |

#### 3. Action & Momentum

|                                                                                                       |                  |
|-------------------------------------------------------------------------------------------------------|------------------|
| I have a short-term (6–12 month) development plan that supports my longer-term career direction.      | 1/2/3            |
| My plan covers growth across technical skills, human skills, and relationship/network building.       | 1/2/3            |
| I take regular, intentional action to develop my career, not just react to opportunities that appear. | 1/2/3            |
| <b>Total Score</b>                                                                                    |                  |
| Foundational (4 or less))                                                                             | Developing (5-6) |
| Advanced (7 – 9)                                                                                      |                  |

#### 3. Support & Accountability

|                                                                                                                                                                |                |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| I have people in my network (mentors, coaches, peers, or sponsors) who actively support my career development.                                                 | 1/2/3          |
| I regularly check in with my support network (and manager where relevant) to review progress and adjust my plans based on feedback and changing circumstances. | 1/2/3          |
| <b>Total Score</b>                                                                                                                                             |                |
| Foundational (3or less))                                                                                                                                       | Developing (4) |
| Advanced (5 – 6)                                                                                                                                               |                |

## Career Development Health Levels

Add up your scores from all four sections to get your total (maximum 36)

### **Excellent Health**

**Scores 32 – 36**

*You have strong self-awareness, a clear direction, and consistent action supported by the right people*

Keep refining and evolving as your goals and environment change.

### **Good Health**

**Scores 26 – 31**

*Your approach to career development is in good shape, but some areas could be stronger or more consistent.*

Review areas rated as “foundational” or “developing” and implement uplift plans.

### **Moderate Health**

**Scores 19 – 25**

*You have some good practices, but there are important gaps holding you back.*

Start by review your self-awareness and strengthening as necessary. Building a clear, actionable plan to move you forward.

### **Poor Health**

**Scores 12 – 18**

*Your approach to Career development is mostly reactive or unstructured right now.*

Begin by clarifying your strengths, values, and direction — then build simple, consistent habits to move forward.

## Next Steps

Choose one small but meaningful action you can take this week. The right next step isn't about speed - it's about starting.

## The Adaptive Career Practice

### *Imagine...*

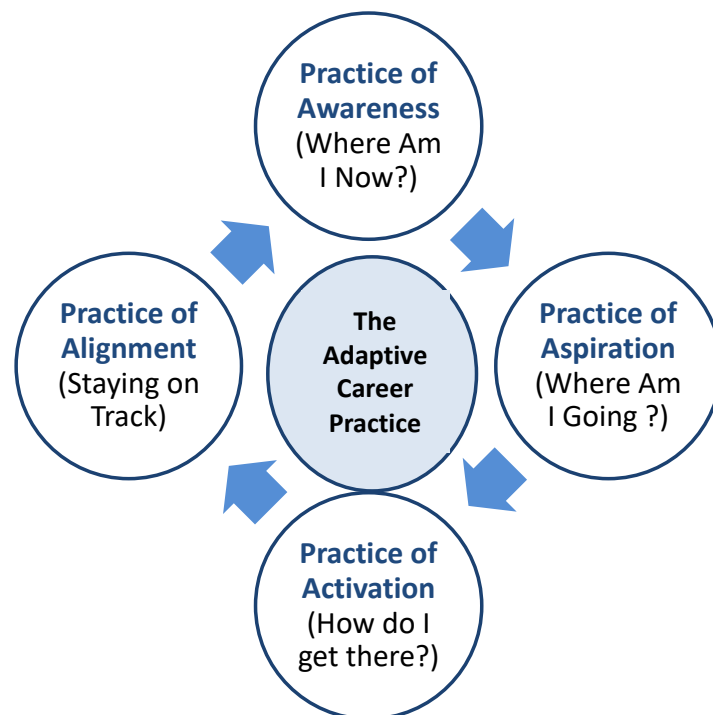
*You are no longer reacting to change. You are shaping your path through it.*

*You understand yourself deeply, and now you are ready to do something with that understanding. You have a method, not just a wish. You are developing the skills to design your career with intention and adapt with confidence as the world evolves.*

*Imagine treating career development not as a one-off task, but as a practice. One that builds clarity, direction, and progress over time. You are no longer waiting for opportunity. You are creating it. With a clear structure, a shared language, and practical tools, you are no longer guessing. You are growing with intention and purpose.*

*This is what happens when career development becomes a skillset. A system. A lifelong human practice. When you become a Career Adaptivist.*

## The Career Adaptivist



**Master the Practice  
to maintain  
Career Clarity and Control amongst Chaos.**

**Today and Tomorrow.**

I'd like you to think about something you've become good at. It could be sport, music, leadership, building something, anything at all. How did you get to be good? You learned. You practised. You sought feedback. You adjusted. You kept going. You invested time because it mattered, whether for enjoyment, mastery, or income.

Now consider your career. It matters just as much, probably more. But have you applied the same discipline to developing it? Have you learned how to develop your career in the same way you learned your craft?

When we want to excel, we build a practice. Career development is no different.

### **Career Development as a Practice**

Treating career development as a practice changes everything. Instead of seeing growth as a series of isolated moves, promotions, or lucky breaks, you treat it as a structured, ongoing capability. A practice is something you return to repeatedly. You plan, act, reflect, refine, and repeat. Over time, it becomes embedded. It is not driven by motivation alone, but by systems, habits, feedback loops, and accountability. When career development becomes a practice:

- You build deep self-awareness, understanding your strengths, values, and differentiators.
- You establish clear standards and routines that guide decisions.
- You stay adaptable, continuously updating your skills and approach.
- You strengthen your professional identity and build valued relationships
- You stop chasing the “next job” and start thinking long term: strategy, sustainability, and alignment.
- You take ownership. You move from reactive to intentional. From drift to direction.

### **The Adaptive Career Practice**

The Adaptive Career Practice provides a simple but powerful structure to build your own Career Development Practice. It is built on four interdependent practices:

- **The Practice of Awareness** - Understanding who you are, what energises you, what you are good at, and the environment you operate in.
- **The Practice of Aspiration** - Defining a meaningful direction. Clarifying what success looks like for you, exploring options, and making intentional choices.
- **The Practice of Activation** - Turning direction into momentum through focused action, deliberate development, strong relationships, and authentic visibility.
- **The Practice of Alignment** - Staying on track over time. Reviewing progress, measuring what matters, learning, and adjusting as you and your world evolve.

Together, these four practices form a repeatable cycle you can return to at any stage of your career. When you master the practice of career development:

- You take back control of your direction.
- You make decisions aligned to who you are.
- You increase the likelihood of achieving meaningful outcomes.
- You maximise the return on your time and energy.
- You build resilience in a changing world.

Career development is not a one-time decision. It is a lifelong capability. The Adaptive Career Practice helps you build it deliberately, systematically, and sustainably.

## Let's Connect

I work with professionals and organisations where people want to take control of their careers and create meaningful, sustainable success on their own terms.

If this resonates with you, let's start the conversation.

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