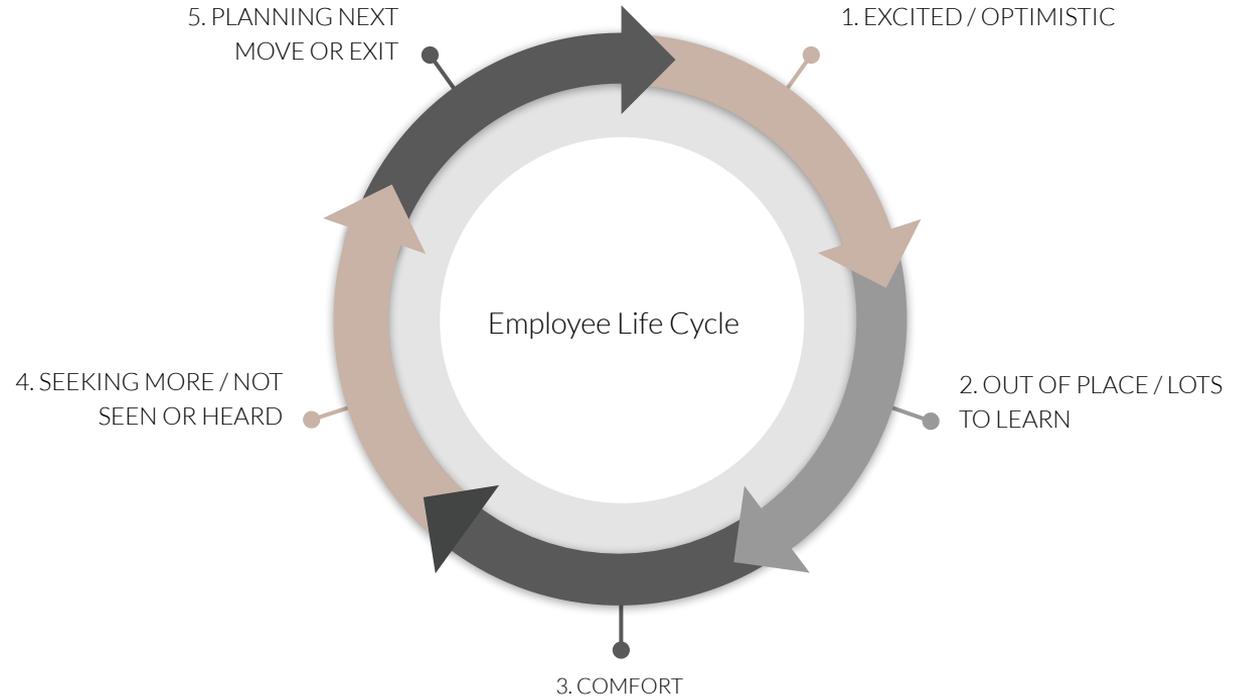


# Employee Life Cycle



Employees go through 5 stages in their tenure at an organisation. This does vary for some, but generally the below cycle shows the different stages of an employee in the workplace

1. Excited / Optimistic
2. Out Of Place / Lots to Learn
3. Comfort
4. Seeking More / Not seen or heard
5. Planning Next Move or Exit





## **The Importance of Knowing the Current Stage You're In**

Being aware of where you are currently in the employee cycle allows you to plan, strategize, implement tools, adjust and make improvements to your working life and career.

## **How Do You Feel About Your Current Stage?**

Are you beginning to feel frustrated in the stage you're in? Is the overwhelm and confusion starting to affect your happiness. Productivity, even your ability to act professionally?

## **Ways to Manage the Stage You're In**

Are you perhaps in the 'Seeking More' stage? This stage is an ideal time to discuss your career plans with your manager. Use performance review times to discuss your goals, your next career move, what your engagement needs are for the future.

## **Tools for Each Stage**

Tap into a toolkit for each stage. Strategies for the 'Out of Place' stage, may require you to be more vulnerable than you've previously been. Ask more questions, seek more guidance and garner support from colleagues as well as your manager. Take advantage of any available manuals, training guides or company programs that may be available. Ask!

## **Strategically Planning**

Strategically plan your work experience and tenure at an organization. Armed with the knowledge of the employee cycle, plan and prepare your career path. Consider the timing of each cycle, take advantage of each one too, to learn and grow, as a professional and as a leader.

To find out more tips, go deeper into this subject and much more, contact

Dione McCurdy - Career Coach and Strategist.

Interested in a professional career coaching program? Like to advantage of the 'Ask Dione' service today? You can connect with Dione at [www.dionemccurdy.com](http://www.dionemccurdy.com)

