

Organization's Point of View

- Mission Accomplishment
- Leading and Mentoring Airmen
- Developing Future Leaders

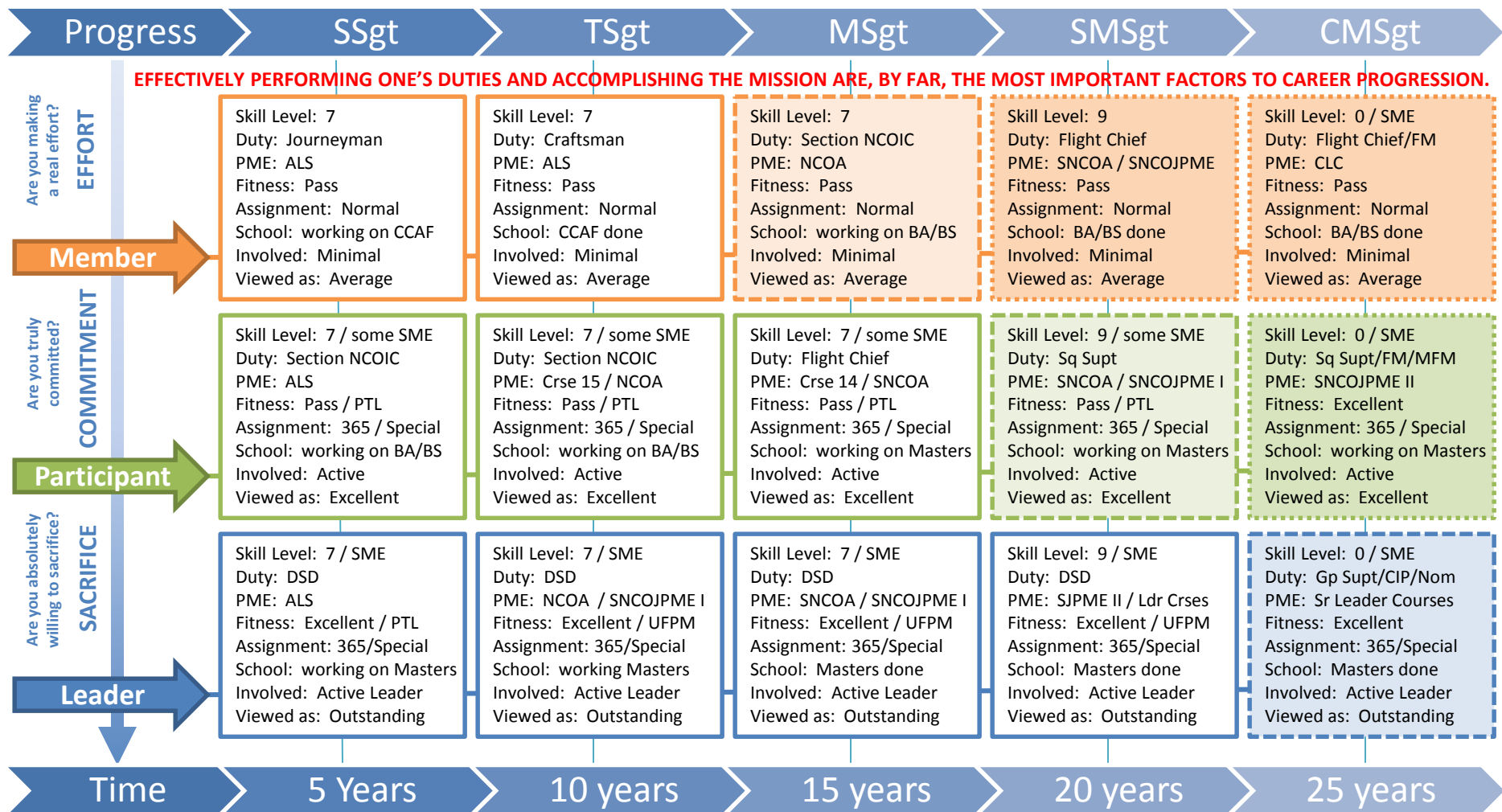
Your Point of View

- | | | |
|------------|-----------|--------------|
| Experience | Training | Recognition |
| Scope | Influence | Assignment |
| Promotion | Title | Satisfaction |

When, where and how do these points of view intersect?

Career progression *markedly increases* as these points of view better coincide and complement one another

We all have a shelf life. What we do in our time, taking advantage of opportunities, with support from our family, greatly determines our career progress.



You **probably will** reach this rank at this level of commitment

You **could potentially** reach this rank at this level of commitment

You probably **WON'T** reach this rank at this level of commitment

CAREER PROGRESSION NARRATIVE

NOTES:

1. Most examples provided are NOT driven by any AFI. They are provided to illustrate different accomplishment levels and to provide goals.
2. Neither Time in Grade (TIG) nor Time in Service (TIS) will enable or guarantee career progress. YOU have to consistently make the effort!

As leaders, we have to be just as concerned about the careers of those we lead and mentor as we are with our own careers.

We have to understand that the organization and individual may define career progression in different terms, placing emphasis on different factors, and that “progress” varies with perspective.

We have to understand those factors and how to measure progress. Progress may be short term, as in completing a minor goal or task, or long term, as in completing a major goal or project.

We have to understand career progression, however defined, is largely dependent on the depth of organizational and, more importantly, personal involvement. One way to view one’s approach to career progression is as follows:

Member: You are part of a group(s) and/or have some personal goal(s) that often aren’t particularly difficult to attain. You show up and do what is minimally required to meet both organizational and personal goals. You put forth some effort, but don’t really exert yourself, and at times use more resources than expected or required.

Participant: You are an active part of a group(s) and/or have personal goal(s) that may prove difficult to attain. You do more than show up; you engage and push yourself to surpass both organizational and personal goals. You are committed to the organization(s) and yourself, and expend energy necessary to meet and exceed many goals, although you may let circumstances or other requirements preclude you from completing some requirements/goals.

Leader: You are an active leader of a group(s) and/or have lofty personal goal(s) that will prove difficult to attain. Not only do you show up and engage, you take the lead from both an organizational and personal perspective. You willingly sacrifice to meet and exceed nearly every organizational and personal goal as quickly, efficiently and effectively as possible.

We must understand multiple circumstances, to include family, various stressors, unpredictable opportunities, and competing priorities, will impact both organizational and individual approaches.

We must understand our individual effort, commitment and sacrifice, as well as that of our family, will play a huge role in career progression for both those we lead and mentor, and ourselves as individuals.

Finally, understand while there are many factors that play a part in career progression, the **ability to effectively perform one’s duties** and **accomplish the mission** are, by far, **the most important factors** to career progression. Other ancillary factors, from community service to education, while important in their own right, are truly miniscule in comparison to duty performance and mission accomplishment.