

How robust is your career decision – introducing the ROADS model

My career decision is...

Use the check list below to highlight any further work you need to confirm this decision. If any of the boxes are not ticked take some time to consider what you will commit to doing to confirm this decision?

Question	✓
How REALISTIC are you about the decision you are making?	
I have fully researched the career options open to me at this point in my career	
I have spoken to range of people who have relevant experience and knowledge about the decisions I am making	
I have identified what I might find most difficult about this decision	
I understand the balance of influence on this decision between my 'head' and my 'heart' and am happy with this	
Have you given serious consideration to ALL the OPTIONS available?	
I have thoroughly investigated alternative options.	
I have considered thoroughly reasons for rejecting any of the options available	
I have a plan B if plan A should not be possible	

Question	✓
Have you considered the ANCHORS that provide support in your life?	
I have fully considered my reasons for pursuing this career	
I have considered what my future priorities will be in both working and non-working life	
I have considered the pros and cons of this decision	
I am confident that I can manage with the compromises that I have made in confirming this decision	
Will the decision adequately DEVELOP your potential?	
I have considered how changes in the job role may change over time and how I may progress in the context of these changes	
I have factored in how my priorities may change over time	
I have considered how I can sustain my interest once I have gained confidence and competence in my job role	
Have you considered how you can minimise the potential STRESSORS which may impact you as a result of this career decision?	
I have considered the downsides of this option and the level at which they have to get before they outweigh the benefits	
I have considered the causes of stress that I would find particularly difficult (eg workload, deadlines, responsibility, tragedy, boredom, conflict, competition, change, performance)	