



# “SUPPORTING THE DEVELOPMENT OF YOUNG PEOPLE BY TENNIS SPORT AND CAREER ORIENTED APPROACH”

2019-2-TR01-KA205-078810

## *INTELLECTUAL OUTPUT – 3 “Career Planning Module”*

*This document has been prepared by the financial support of the Erasmus+ Programme implemented by European Union Educational and Youth Programmes Directorate (Turkish National Agency). Only the Contractor is responsible for the content of this publication and in no way reflects the views of the European Union.*





## PREFACE

Our country is making a rapid progress in sports, especially tennis, as in every field. As the Turkish Tennis Federation, we deliver these services to every individual of our country in our own areas of responsibility, with the principle of delivering these services in a healthy and reliable way.

As in every other discipline, tennis in particular, is a sport in which our nation is advancing quickly. As the Turkish Tennis Federation, we provide these services in our respective spheres of influence to every citizen of our nation with the aim of doing so in a safe and dependable manner.

Since the day we opened a new page in our work in 2019 and started to be involved in European Union projects, we have expanded many of our activities in this field as well, enabling our young people to meet the sport of tennis and we continue to do so. As the name suggests, our "Support and Career-Focused Approach to the Development of Youth with Tennis", which includes this booklet, is one of the important missions of our Federation. While giving importance to the tennis journey of young people, we also gave special importance to the concept of dual career, which the European Union also attaches great importance to, and we signed this project and started to reach its products.

We have extended many of our activities in this area as well, allowing our young people to experience tennis, since the day we started a new chapter in our work in 2019 and began to be active in European Union programs, and we will keep doing so. As the name implies, one of the key goals of our Federation is to "Support and Career-Focused Approach to the Development of Youth with Tennis," which includes this booklet. We signed this initiative and began to advertise its products while also attaching special importance to the concept of dual careers, which the European Union also values significantly. We achieved this while also attaching importance to young people's tennis journeys.

Thanks to our project, we enabled many of our young people to meet tennis and participate in tournaments, and through our project activities, we had the chance to convey to our professional youth the career opportunities of our Ministry of Youth and Sports, the Turkish National Agency and even many valuable institutions and organizations of our country.

Through our project, we enabled many of our young people to play tennis and participate in tournaments, and through our project activities, we had the chance to convey to our professional youth the career opportunities of our Ministry of Youth and Sports, the Turkish National Agency, and even many valuable institutions and organizations in our country.





In this booklet, we have shared the results of the analyzes that have been made for about 2 years on what is effective in the selection of athletes, and what psychological factors can cause in our project, which took place in a difficult time like Covid. It is certain that the valuable results mentioned in the document will open new horizons for our studies.

In this booklet, we have shared the results of the analysis that has been conducted for about 2 years on what is effective in the selection of athletes and what psychological factors can cause in our project, which took place in a difficult time like COVID. It is certain that the valuable results mentioned in the document will open new horizons for our studies.

On this occasion, I'd like to take this opportunity to share my deepest thank to **Mr. Dr. Mehmet Muharrem KASAPOĞLU** Minister of Youth and Sports and all the staff of Ministry of Youth and Sports, to **Mr. Faruk KAYMAKCI** Ambassador, Deputy Minister of Foreign Affairs and Director for EU Affairs, to **Mr. İlker ASTARCI**, President of the Turkish National Agency, to **Yunus DUMAN, Bilal BALCI** and **Arzu ÇETİN**, our project experts from various periods who have shared their support since the first stage of the project funding, to **Dr. Lect. Ziya KORUÇ** from Hacettepe University Faculty of Sport Sciences, Department of Exercise and Sport Sciences, Exercise and Sport Psychology and all our project partners.

**Cengiz DURMUŞ**  
**President – Turkish Tennis Federation**





This output is created under the Intellectual Output studies of the Project by the partners and reflects mutual opinions of the partners. It should not be considered as the output sole by the Turkish Tennis Federation as the project coordinator.



## CAREER PLANNING

### What is a Career Plan?

Career, in general, means development in the profession and business area of the person's choice and responsibilities, hierarchy and gaining value in this area. Career planning and development covers the requirements and processes of both the individual and the job. The totality of these common processes is defined as career management and planning). Some career approaches also emerge in terms of individuals' preferences and career strategies, and these are; It is defined as classical (traditional), flexible, unlimited, double-digit, behavioral (network type), portfolio, spiral, team, stable and linear career approaches.

In this context, it is important for students to develop knowledge, skills and career plans regarding the programs they have studied throughout their education life, before transitioning to the workforce after graduation. Traditionally, the selection of sectors suitable for personal characteristics has become effective for individuals by making certain goals and career planning instead of transition processes to the workforce after graduation. In this respect, the targets chosen by the students in a certain field with their own preferences will be considered as their career preferences.

Using SWOT analysis as a pragmatic model in career planning helps clients make career decisions, plans, strategies, employability, find the factors that cause unemployment and avoid them. Counselors who make personal career plans enable clients to determine their career strategies with SWOT studies. Career planning is the determination of all the qualities, abilities, motives, attitudes and behaviors that individuals are aware of, consisting of values

and attitudes that emerge in their career choices. It is known that individual SWOT analysis can be used to determine which subjects are rational, good and talented in determining these characteristics.



<https://btm.istanbul/blog/swot-analizi-nedir-nasil->

[yapilir?gclid=Cj0KCOiw0JiXBhCFARIsAOSAKqC9AIvYdUHIMqV\\_LB3yzBa0uP9Z1ORrWLgAC6I6Y6RAb5yavdAeRC4aAqMfEALw\\_wcB](https://btm.istanbul/blog/swot-analizi-nedir-nasil-yapilir?gclid=Cj0KCOiw0JiXBhCFARIsAOSAKqC9AIvYdUHIMqV_LB3yzBa0uP9Z1ORrWLgAC6I6Y6RAb5yavdAeRC4aAqMfEALw_wcB)

Personally, career planning can be defined as knowing and planning the opportunities that the individual has, the aspects that need improvement, the choices he makes and the results. Thornton defined individual career planning as an individual's active attempts to direct, manage and further his career in order to achieve long-term personal and professional success. Individual career planning is defined as the process of determining career goals by making choices, recognizing opportunities and determining the career goals of the individual.

With career planning, it is thought that a person can identify career goals and abilities, strengths and weaknesses, areas that threaten his career, opportunities that can positively affect his career, and aspects that he can develop.



The development of career guidance and theories in a global discipline can be used to explain career development in terms of the individual, as well as a set of theoretical frameworks with universal validity and applications. Work Order Theory evaluates the career choice and development of personal environment and individual differences in professional development with continuous adaptation and professional processes.

It was suggested that career choice and development is basically the process of developing and applying one's self-concept. According to this theory, self-concept is the product of complex interactions between a number of factors such as physical and mental growth, personal experiences, environmental characteristics and stimulation. Gottfredson assumed that career choice is a process that requires a high level of cognitive competence. The ability to synthesize and organize professional information is described as a function of general intelligence as well as chronological age progression, and Gottfredson's Limitation and Compromise Theory is effective in developing a cognitive career map and self-concepts that are used to assess cognitive growth and development and the relevance of various occupational alternatives.

### **Career Choice and Its Importance**

Career choice is one of the most important decisions that an individual makes in his life, because a large and important part of an individual's life is spent in the working environment. Undoubtedly, people desire to choose a profession that suits their abilities, to work in a job that suits their chosen profession, to pursue a career in their profession throughout their working life, and to rise to the top. The concept of career is a concept that is a series of different positions, abilities, interests and desires of people and requires regular re-





evaluation. We live in a world that constantly requires making new decisions and it is known that these decisions are short-term. Avoiding making decisions, working more and more insecurely, results in less pleasure from the work done.

It has been observed that job dissatisfaction, tensions, conflicts and high labor turnover have increased in recent years, especially among young people called the new generation. This situation has enabled managers to come face to face with the fact that high productivity will be achieved through job satisfaction. It is possible to list the factors affecting the careers and job satisfaction of individuals as follows;

- Rapid technological developments and the inadequacy of education systems in many areas to adapt to this rapid process made it necessary for many business areas to become obsolete or to make various modifications of business contents.
- The gradual but continuous increase in the standard of living has led to an increase in the expectations and needs of individuals, especially young workers.
- People's value judgments have changed. More often than not, work has come to be judged by its contribution to the quality of life as a whole.
- Making business life the center of all their lives is no longer valid, instead individuals prefer jobs and careers that will increase the quality of life for themselves and their families.
- The increase in organizations has led to bureaucratization in many areas, as a result of which the psychological gaps between the various levels of the hierarchy increase and career paths and opportunities are lost.







All these currents of change are closely related to the career goals of individuals. Today, profession has begun to be considered as a way of self-expression and self-realization of the individual, beyond being just a way of making money and making a living. Therefore, choosing a profession also means choosing a lifestyle and style. Market conditions, the most demanded business areas, and the decisions taken by individuals regarding the choice of profession take a priority place in the choice of profession. It is not enough for the job that the individual will choose to provide only financial gain, individuals tend to work towards their personal development, which can satisfy and motivate them in every way. For this reason, the concepts of business, education and organization are the most important concepts in the choice of profession, especially for newly graduated young people.

### **Use of SWOT Analysis in Career Planning**

SWOT has emerged as an acronym consisting of the initials of the English words Strengths, Weaknesses, Opportunities, and Threats. SWOT analysis was developed by Learned et al. (1969) and has become a key tool for handling complex strategic situations by reducing the amount of information to improve decision making.

SWOT analysis is used by countless practitioners and researchers and is seen as a popular tool for business management and student strategies. With its simplicity and catchiness, this analysis is suitable for use in business and other processes, as it is used to evaluate alternatives to research and complex decision situations. The grouping of internal and external issues in the business area is a starting point for strategic planning. It can be changed quickly and used as a brainstorm to create multiple perspectives. Typically, with this method of analysis, managers first consider internal strengths and weaknesses, which may





include appearance, structure, access to natural resources, capacity, efficiency, and financial resources. Customers, competitors, market trends, partners and suppliers in SWOT analysis; social changes, new technology and various environmental economic, political, educational issues; They can see external opportunities and threats, including regulatory issues. SWOT analysis helps to define environmental relations as well as develop appropriate pathways for countries, organizations or other organizations to follow.

By listing positive and negative internal and external problems in a SWOT analysis, planners can better understand how strengths can be developed to realize new opportunities and understand how weaknesses can slow progress or magnify organizational threats. It is possible to hypothesize ways to overcome threats and weaknesses or future strategies from SWOT analysis.

### **How to Make a Career Plan**

Career preparation is the basic plan that young people should consider in their life planning. This issue is important for people in transition, i.e. between adolescence and adulthood, because a career allows them to be socially and economically independent. In this process, young people are faced with the question of how to establish a connection between professional prototypes and their own roles and skills. However, career choice has now become an issue that requires more importance. Because rapidly developing and changing technologies have eliminated some traditional occupational groups and led to the emergence of new occupations that require expertise in different fields.





While making this choice, which will affect the whole lives of individuals, it is necessary to investigate all the factors that affect it. This is where early career decision making is critical if young people want to be successful. This decision may include participating in some extra-curricular activities; a leadership role in a sport or community group; such as joining a professional association to engage and interact with professionals in the targeted field, or undertaking an internship for volunteer work or relevant work experience.

Through an individual career plan, individuals evaluate their talents and interests and consider alternative career opportunities. Sets career goals and plans viable development activities Individual career planning focuses on the individual rather than the job and is based on the analysis of his or her goals and abilities.

The basis of individual career planning is formed by individuals who can foresee their future and therefore what awaits them, determine their goals and objectives accordingly, and are highly motivated and oriented towards their own business field. By assuming the responsibility of individual career planning, individuals seek individual development opportunities by approaching their current jobs from different perspectives in order to find the truth for themselves.

The first thing to consider in individual career planning is that the plan is limited to personal preferences. While making the plan, it is necessary to evaluate the personal tendency, ability and why such a career orientation is needed. After determining the career





goals in line with the abilities and expectations, the individual needs to make some plans in order to achieve the determined goals.

### **Career Planning Steps**

It is possible to examine individual career planning in four stages:

- **Self-Assessment:** It is the stage where the individual reveals his wishes, needs, skills and interests. Those closest to the individual (family, friends, etc.) can help define the individual's preferences and abilities. He argues that the individual's own values and abilities, goals, personal characteristics and decision-making power emerge at this stage.
- **Recognizing Opportunities:** By collecting information about the alternatives, the individual chooses the career path that is most suitable for him (where he can earn high wages, has social assistance and health insurance, has a clear career ladders and few obstacles). At this stage, it is seen that not only behaviors but also economic and professional characteristics come to the fore during career planning.
- **Determining Goals:** The individual evaluates the information obtained in the process of recognizing opportunities and sets out career goals that will satisfy him by comparing them with his personality traits. Through the setting of goals, the individual helps him plan his goals throughout his future life.



- **Preparing and Implementing Plans:** The individual implements his career plan by deciding on the most suitable and satisfying career option in line with the goals he has determined.



<https://maksatbilgi.com/kariyer-planlamada-en-cok-yapilan-10-hata-nedimerede-yanlis-yapiyoruz/>

## Occupational Branches Operating in Career

### Mentoring

Career functions are functions such as sponsorship, direct instruction, visibility and protection offered by mentors to people who receive mentoring for professional knowledge and skill development. Kram (1988) briefly explained the career functions of mentoring as follows:

- Sponsorship:** The mentor opens previously closed doors for the person receiving mentoring
- Coaching:** The mentor teaches and gives feedback to the mentor (Mentee).
- Protection:** The mentor supports the mentor and acts as a buffer.





**d) Challenging Tasks:** The mentor encourages and encourages the mentored person to develop their skills and make new initiatives, and pushes them to develop their skills.

**e) Visibility:** The mentor assigns challenging and different tasks to the mentor, allowing the management to recognize the mentor.

According to Noe (1988:459); The sponsorship function includes the opportunity to actively assist the individual, gain work experience and promotion.

## Coaching

Coaches help employees make their own career development plans. It assists employees in determining which positions they should take for their future plans and what skills they need to develop. The aim of the coach is for the client to reach the goal he has set himself, with the support of the coach, and to learn to overcome his problems on his own. Throughout the process, the client gets to know himself better, discovers his potential and develops his competencies by learning from his mistakes. Coaching is a process that aims to ensure the development of the client, who receives this service, in private and professional life, and is completely based on trust and confidentiality. Organizations that use coaching ensure that their employees' personal visions and the organization's vision are in sync, and they can easily achieve their corporate goals by increasing their individual performance.

Coaching is a process that requires planning. Because coaching takes time and when it is carried out within a planned program and applied correctly, it brings useful results, success, and also time and money savings.





## Career Counseling

Young employees who are progressing on their career path in the organization sometimes encounter problems related to their jobs and cannot solve these problems alone. Career counseling can be defined as an inquiry process. Career counseling is a planned intervention aimed at assisting individuals in their career development by making use of available vocational training opportunities. Career counseling helps employees in the formation of career goals, applying appropriate career steps, and directing career goals. Large-scale organizations have large numbers of employees. In this case, human resources departments may be insufficient in providing career guidance to employees. Employees need career counseling to take systematic steps regarding their careers. Career counseling can be provided from within the organization, as well as professional career counseling firms providing services in this field are also a method used by employees. Career management programs require an effective counseling system. In the past, counseling was treated as the same concepts as career planning, which was to generalize and even exaggerate the role of counselor. However, it should be noted that career counseling plays an important role in the career planning process (Burack, 1988:292).

Career counseling is likely undertaken when one of four problems arises;

- Lack of career choice,
- Uncertainty in career choice,
- Inappropriate career choice,
- Conflict between interests and attitudes.





Career counseling is generally aimed at advancing, making realistic decisions and facilitating satisfaction, and making career adjustment feasible throughout life.

## **Psychological Counseling and Guidance**

Psychological counseling and guidance is a systematic and professional help process for the individual to understand himself, to recognize the possibilities in the environment, and to realize his essence by making the right decisions. It is also one of the valuable ways that contribute positively to an individual's career success and career satisfaction. The first and most important function of PCR is to help individuals to know themselves and to evaluate their wishes and possibilities correctly. The second function is to provide individuals with the attitudes and behaviors necessary to be aware of and explore options. In the literature, there is an opinion that PCG services in schools closely affect the career development of students. Most of the empirical research on this topic focuses specifically on high school students and highlights their need for career guidance. The high school period is the education period that aims to provide a profession for students aged 15-18 or prepare them for higher education institutions. In this period, young people have to determine the fields they will choose as a profession and make decisions about their profession. The high school period should help students successfully transition into working life. The ability to make this transition in a healthy way depends primarily on the achievement of career development tasks by the students.

In Turkey, university exams play an important role in the decisions made in choosing a profession. As of last year, it is seen that most students are either intimidated and accepted in line with the professions their families want, or they are surprised and anxious to realize that







the characteristics of the professions related to the field they are studying do not actually match their own personality. The need to increase professional maturity for a correct career choice increases the importance of PCG activities applied in the high school period, where vocational decision making is most intense. In this case, determining the vocational maturity level that will be effective in choosing the course, vocational or higher education programs of high school students will be the first step of the vocational guidance and counseling services to be offered to them.

In the light of the mentioned evaluations, in the current PCR applications in our country; rather than the "problem solving" approach, which is based on students' needs; It is clear that it is necessary to transition to more functional school PCG programs that adopt a developmental approach. High school period is a critical period when young people make important decisions that will affect the rest of their life. Students' PCG plays a supporting role in subjects such as understanding careers, gaining planning and research skills, having knowledge about professions, realizing their strengths and weaknesses, increasing their level of professional maturity, and recognizing their interests and abilities during this period in order to make an effective career choice and to reduce the problems that may be encountered during the career selection process

### **Assessment Centers**

These centers, also called career centers, are in-house organizations that contribute to the self-evaluation of employees and provide training and consultancy services. Training and work centers established for employees to develop their competencies are called career development centers. In these centers, some activities that develop skills and jobs are shown





to the employees individually or as a team. Employees are given tests on their skills and abilities. On the other hand evaluation centers, provide accurate feedback within the company regarding the employee's performance and way of doing business. The performance of the employees is compared and the appropriate training for career development is determined. Career development centers and assessment centers are, in a way, counseling workshops.

## **Career Development**

When the concept of career development is examined from a theoretical perspective, it is seen that many developmental theories are aimed at explaining this concept. Among these theories; Ginzberg et al.'s (1951) Professional Development Theory and Super's Lifetime Living Space (Super 1957) theory. Ginzberg et al. (1951) state that career development ends in young adulthood. Super (1990), on the other hand, argues that career development is a lifelong process. In this direction, Super (1957) put forward the theory of life-span living space. As a result, Super's career development theory proceeds in parallel with the lifelong development approach. Therefore, in this section, Super's (1957) life-span theory of life and life-span development approach are discussed together. Super's (1990) life-span theory considers the career development of individuals as "a process that starts from the moment an individual is born and ends when he dies". Super (1990) states that both individual and environmental characteristics affect the career development of the individual. Among these individual characteristics; While there are features such as the individual's professional values, talent areas and needs, environmental features include; factors such as family expectations, parental attitudes, peers, and media. All these features form an individual's self-concept and shape his career. Super (1990) examined career development in five developmental stages. These stages





can be evaluated from the perspective of the lifelong development approach that explains human development.

The career development periods in Super's (1990) life-span theory and the developmental periods in the life-span approach are given in Table 1. As seen in Table 1, career development periods in Super's (1990) life-span theory are similar to general development periods. As in the lifelong development approach, career development progresses in stages in Super's (1990) theory. The formation of the professional self-concept in Super's (1990) theory and its transformation into a career choice continues throughout life. Therefore, career development can be considered as a dynamic and lifelong process. At this point, it is seen that the development perspective of the lifespan development approach and the basic point of the life span theory are the same. Both the life-span approach and the life-span theory emphasize that development is a process from birth to death. In addition, what happens in any period determines how individuals will live in the next period. In order to examine the similarities and differences between the approaches in more detail, the stages in Super's (1990) life-span theory are explained below.

### **Growth Period**

The growth period takes place between the ages of 4-14. In this period, the concept of profession begins to form in children, and children become aware of people with different professions around them. Children dream about jobs, but these dreams have no relation to reality. This period is divided into three sub-stages.





These steps

1. Imagination Stage (4–10 years old)
2. Relevance Level (11–12 years old)
3. Talent Level (13–14 years)

### **Research Period**

The research period takes place between the ages of 15–24. Individuals who are in the research period begin to establish a relationship between their individual characteristics and professional characteristics in this period. Interests, abilities, values, etc. They do research on many individual characteristics. While doing activities that interest them, they also think about how successful they can be in these activities. They realize the close relationship between career choice and individual characteristics. This period is divided into three sub-stages. These steps are:

1. Trial Stage (15–17 years)
2. Transition Phase (18–21 years)
3. Trial Phase (22–24 years)

### **Settlement Period**

The settling period takes place between the ages of 25 and 44. In this period, which starts with job placement, job commitment begins to increase. Individuals start to look for different ways to make themselves happy when they settle into a job that interests them at the beginning of



this period. For this reason, it can be seen that individuals change jobs at the beginning of this period. However, at the end of this period, individuals make an effort to advance in their work and improve themselves. This period is divided into two sub-stages.

These steps are:

1. Trial Phase (25–30 years)
2. Consolidation Phase (31–44 years)

### **Continuation Period**

The continuation period is between the ages of 45 and 64. Individuals who are placed in a job during this period make an effort to stay in this job. In this business, they try to improve themselves and maintain their current position in this business.

### **Withdrawal Period**

The withdrawal period takes place at the age of 65 and beyond. Individuals in the withdrawal period have difficulty showing the performance they have shown in the previous stages as a result of their physical and cognitive development. For this reason, they tend towards activities where they can use the experience and knowledge they have gained in the past phases. This period is divided into two sub-stages. These steps are:

1. Deceleration Phase (65–70 years)
2. Retirement Stage (71 years and above)



At each stage in the life-span theory, individuals must fulfill the developmental tasks specified in each stage in order to develop their self-concept and turn it into a career choice (Super 1990). The ability of individuals to cope with career development tasks is affected by the level of fulfillment of career development tasks in the previous phase. Just like in human development, the development process can progress positively or negatively in career development. The positive progress of the career development process positively affects the mental and physical health of individuals. Its negative progress harms the mental and physical health of individuals.

### **Career Management**

Career management in the simplest terms; people make plans for their business life. Employees in businesses where career management is well implemented can know or predict what status they will be in after a while. Knowing this, connects him to his job and the institution and provides motivation. Career management in general; In order for employees to achieve their career plans, they should be supported by the business management. Therefore, the aim of career management is to increase job satisfaction, efficiency and productivity by ensuring that individuals work in jobs that are suitable for their knowledge, skills and abilities within the enterprise and by integrating the objectives of the individual with the objectives of the enterprise. Career management is the planning and shaping of the promotion and advancement of personnel in an institution in line with the evaluation of organizational requirements and personal performance, potential and preferences. Career management is usually carried out by the Human Resources department in businesses. Supporting successful individuals in businesses for critical positions increases the importance of the career



management approach. Career management is closely related to the desire of employees to advance in their jobs and to reach higher levels, and the education they receive, their mental abilities, personality traits and their level of self-development. The healthy progress of the employee in business life and profession can be thanks to career management. With career management, the mobility of the employees within the enterprise is ensured, and thus the employees are motivated.

Individual benefits of career management;

- To make possible career choices correctly by having prior knowledge,
- Minimizing the possibility of disappointment and surprise in the job,
- To better diagnose the confidence and successive job skills needed to achieve different career goals,
- Clarifying and bringing consistency to suppressed and conflicting career goals,
- Embed better career goals within the broader culture that encompasses the workplace, family life, industrial change and community membership;
- Finding the opportunity for self-development.

## Career Issues

### Individual Problems

- Work-family conflict
- Low self-confidence





- Lack of education and experience

Problems arising from the organization

- Glass ceiling syndrome
- Queen bee syndrome
- Organization culture
- Lack of mentors
- Sexual harassment

Problems caused by society

- Gender discrimination
- Social stereotypes and judgments

### **Mistakes Made in Career Planning**

Career planning plays an important role in our future construction. In particular, to take firm steps in every step of career planning and to act towards the goal by knowing what we want; It is the most fundamental issue in achieving our career goal. It is as important as the plans we make in career planning, to see the mistakes we attempt and to make an effort to correct them. To advance with the least mistakes in career planning that will shape our future; It allows us to act with foresight against the negativities and obstacles that we may encounter. At the same time, the ability to see our mistakes; it allows us to keep ourselves under a kind of







self-criticism and to make changes in our character.

### **Choosing a Profession Without Knowing Yourself**

It is almost impossible to determine the most suitable profession for yourself without going through an individual identification and criticism process. First of all, by analyzing your talents, dreams, level of self-improvement, knowledge and interests in detail; It is necessary to choose the right profession for your future. If you plan a career without knowing yourself and having enough knowledge of your interests, you may regret it halfway down the road. At the same time, this situation can drag you into a business world that you do not like, and every area of your life will be negatively affected by the consequences of this choice.

### **Seeking Quick and Temporary Solutions for Your Future**

You must learn to be patient in career planning and building your future. You have to make a good plan and take patient steps in order to have a career that can reflect you most accurately, which is satisfying and as prestigious as your dreams. Finding temporary solutions by making moment-saving moves in career planning can lead you to a career point that is very different from your dreams.

### **Behaving Individually and Introverted While Making Career Planning**

Acting without getting help and information from anyone while planning your career will prevent you from seeing your mistakes. In the first step of career planning, an outsider must





be a partner in your personal criticism and express an opinion. It may be helpful to exchange ideas at the points where you are not successful in your self-criticism. At the same time, exchanging ideas about the profession you've chosen for your future with someone who has been doing it for years allows you to see what's in front of you more clearly.

### **Planning a Career to Meet Short-Term Financial Needs**

Career planning is a long-term process that requires patience. The professions you turn to to meet your short-term financial needs will not coincide with your interests and will negatively affect your whole life. A wrong step in the steps of career planning and a decision you make; It can take you back to the beginning of the process. This may cause you to lose interest and enthusiasm.

### **Forgetting That Ideas Can Change in Career Planning**

Exploring your different interests and knowledge while planning your career can lead you to different areas. Ignoring such referrals may deter you from the areas you are trying to address. While planning your career, keep in mind the possibility that you may be interested in different fields after you discover your knowledge and interests.

### **Lack of Confidence and Not Knowing What You Want**

Unstable attitudes about your aspirations and a lack of individual self-confidence can mislead your career planning. Especially in cases such as lack of self-confidence, there may be situations such as jumping directly into the business world without career planning, and it continues to have a negative impact on your whole life. Before career planning, we continue





to work to regain your individual self-confidence; you must trust yourself. Once you gain your trust as an individual, it will definitely be easier to decide what you want.

### **Acting on What People Say**

Asking for your individual criticism from the people in front of you; It's not about letting them guide you. You should always be sure of what you want and not act on other people's opinions. Engaging in a profession that your family and friends want will completely damage your self-confidence and jeopardize your future. When planning your career, never forget that this life is yours.

### **Embarking on a Professional Life without Career Planning**

As much as mistakes are made in career planning; Not doing this planning is a mistake in itself. While shaping your future in the direction of a career, you must first adapt to the steps of career planning. Do your own self-criticism; you should be able to organize your interests, hobbies, knowledge, future plans, dreams, and what you want correctly.

### **Thinking What You Are Doing Right Now Is The Right One For You**

Without doing detailed research, without trying and seeing; Sometimes you don't know exactly what is right and wrong for you. For this reason, by making definite judgments about your professional life, defending that what you are doing is the best in your life; It prevents you from seeing ahead and planning your future.

### **Setting Career Goals for the Wrong Interests**





Focusing on an area of interest or your seasonal pleasures while planning your career may cause you to take wrong steps in your career choices. While bringing your talents and dreams together and doing self-criticism, you should first question where this talent will take you in the long run. While planning a career, you should not act according to your periodic interests; if this prevents you from seeing the future.





<https://dergipark.org.tr/tr/download/article-file/682775>

<https://dergipark.org.tr/en/download/article-file/1175853>

<https://dergipark.org.tr/en/download/article-file/435067>

<http://acikerisim.pau.edu.tr/xmlui/bitstream/handle/11499/2782/Ekim%20Balta%20Ayd%c4%b1n.pdf?sequence=1&isAllowed=y>

<https://www.proquest.com/docview/2594699757?pq-origsite=gscholar&fromopenview=true>

<https://dergipark.org.tr/en/download/article-file/399418>

<https://dergipark.org.tr/tr/download/article-file/221050>

<http://abakus.inonu.edu.tr/xmlui/bitstream/handle/11616/7942/Tez%20Dosyas%c4%b1.pdf?sequence=2&isAllowed=y>

[https://www.novarge.com.tr/blog/geleceğimizi-insa-eden-kariyer-planlamasında-en-cok-yapılan-hatalar](https://www.novarge.com.tr/blog/geleceгимizi-insa-eden-kariyer-planlamasında-en-cok-yapılan-hatalar)

