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# Vocational Ideation And Management Career Development

## Introduction

The calling in contemporary career and management development practice are substantial work has been undertaken to refine the concept, which has resulted in an understanding of vocation as a something that is simultaneously: meaningful in that provides individuals with a sense of existential purpose. By helping others or creating social value, it's fulfilling for the individual who commits to vocation. Distinction between jobs, careers and callings by defining jobs are work relationships which are solely based on material benefits, careers are based on advancement through occupational structures, and callings as work positions as inseparable from the individual's broader life project. Another reason for the demotion of the term vocation may be due to its association with religion. The traditional understanding of vocation as a religious concept, might be viewed as anachronous to organizational and social contexts which are increasingly secular (Pearce, 2011). Benefits of an individual discovering and working at their vocation are multi use and impact on improved performance. Is not unproblematic to developing an understanding of one's vocational identity. Exploring vocation can become a confuse exercise.

## Vocational Pre-Ideation

There have three suggested framework of vocational ideation intervention. The first stage is vocational pre-ideation. Participants will be asked to consider the career-planning activities they currently are engage in. The pre-intervention survey should be administered by participants on collecting data. The data that degree of clarity which potential participants had about the direction their future career might take, participants envisaged for themselves prior to engaging with the intervention, and the reasons why they did so the amount of time they currently devoted to career development activities; the type of career planning activities they currently engaged in and the individuals who they felt had most influenced their decision about the management career areas they were currently considering.

## Vocational Ideation Research

Secondly, the stage of vocational ideation research. When participants have identified a significant aspect of this vocation, that they should somehow seek a way to practice this in their working or academic life. This experience should then be honestly accounted for in the form of a presentation to a group of participants in the management cohort. On the basis of this homework, participants should be asked to re-evaluate their rationale for identifying the vocation they had previously considered. On the basis of this reconsideration, participants can develop a purposeful personal management development plan.

## Vocational Post-Ideation Reflection

The last stage is vocational post-ideation reflection. This reflection is key to developing an understanding of one's engagement with work as something that is malleable and changes

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across the individual's life span. By focusing on one vocation, as a relationship to work which is grounded in personal ethics and/or spirituality, participating managers are provided with an anchor point around which to orient a personal and professional reflexive practice. At the end, encouraging participants to see their management practice as a vocation, rather than a career, provides the basis for individual self-development across the entire span of one's organizational or professional career, rather than solely through one intervention.

## **Conclusion**

The growth of interest in the field of spiritual and religious practice in relation management has grown over the past number of years. Vocations/callings do not reject the organizational context in which careers typically develop. People do this vocational "ideating" throughout their lives, but often a tactic or unguided level which can result in negative outcomes for individuals and organizations. As the structure suggested for doing this is purely conceptual, the research questions which arise from the research conducted to develop it are summarized below. Research which has been conducted to develop understandings of the vocational in the context of student experiences or learning interventions have collected data via survey.

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