



**CASE WESTERN RESERVE  
UNIVERSITY**  
**Department of  
Human Resources**

**Career Well-Being Incentive Program**

**Sample Track 3: Career Planning Through Strengths and Values Work**

**Staff Goal Example:** exploratory work regarding professional work and future opportunities. Suitable for those looking for alignment in their current or future careers.

**Activity 1:** Consultation meeting with staff member and Career Development Manager  
60 minutes

**Activity 2:** Training video 1: Find Your Perfect Career Fit and related exercises

**Activity 3:** Client exercise: complete core values worksheet and skillset identification work

**Activity 4:** 1:1 meeting with Career Development Manager to discuss training video 1 and all worksheets from activities 1-3 as well as preparation for activity 5  
60 minutes

**Activity 5:** Client exercise: current job description analysis self led with activity guide

**Activity 6:** 1:1 meeting with Career Development Manager to discuss activity 5 and preparation for activity 7  
60 minutes

**Activity 7:** Client exercise: future position skills analysis using job descriptions of interest

**Activity 8:** 1:1 meeting with Career Development Manager to discuss activity 7 and prepare for activity 9  
60 minutes

**Activity 9:** compare and contrast current skills and values with the ones identified in the future position analysis. Complete reflection questions.

**Activity 10:** 1:1 meeting to discuss activity 9 and develop a plan for the future. This may include future training recommendations or developing a plan of action.  
60 minutes

**Other Considerations**

Customized plans will vary slightly from the above. There may be more or less activities, resources, or 1:1 meetings based on the needs and learning style of the individual. All plans will, however, meet [Wellness Program Incentive](#) requirements. Staff members will need to attend at least 85% of sessions over a minimum of 7-8 weeks in order to be eligible for the [incentive](#). Please note, a path like this is not appropriate for someone ready to apply to an open position immediately as incentive plans take place over a minimum of 7-8 weeks.

Questions related to the above plan should be sent to the Career Development Manager, Andrea Hess, at [axh479@case.edu](mailto:axh479@case.edu).