



e a w o p

European Association of Work
and Organizational Psychology

Changing Developments in Career Management

Beatrice van der Heijden & Ans De Vos

Abstract: The workshop entitled 'Changing developments in career management' has been designed to raise awareness and develop an understanding of the importance of the sustainability of contemporary careers. It is open for both scientist and practitioners who are interested in examining and implementing factors that may help or hinder employees in dealing with nowadays' issues, dilemmas and challenges in career management. Think for instance about the ever-increasing struggles to maintain a work-home balance, the impact of New Ways of Working, and the problems of later career and retirement, to mention but a few. In this workshop, pertinent real-life cases with respect to sustainability of contemporary careers will be addressed, which aim to stimulate both organizational and supervisory practices, and future research on this topic. A state-of-the-art conceptualization of 'sustainable careers' will be outlined, incorporating four important elements characterizing the concept that have undergone important changes in recent years.

This interactive workshop event provides a platform for the latest scientific research to be brought to an audience of practitioners who can thereby develop and enhance their professional practice and skills, in particular to:

- Learn how recent theory and empirical research on sustainable careers can be applied in practice;
- Develop new skills when working with complex and changing developments in career management;
- Understand contemporary career issues, dilemmas and challenges;
- Create new intervention methods, tools and approaches in career management;
- Network with career scientists and with other practitioners and discuss new ways and methods of sustainable career management