Personal Action Plan (PACT) to Guide Career Decision-Making

- Define the decision to be made
  - Cultivate the habit of watching and praying concerning your vocation: What is God’s gifting and calling to you? What is God’s will for your career? Include godly intercessors and mentors in your inquiry.
  - Define your personal objectives for optimal well-being
    - Physical
    - Mental
    - Emotional
    - Spiritual/philosophical
    - Social
    - Career
    - Recreational
    - Environmental (cultural & geographical)
  - What you’d do as your work, if you won The Lottery and could not fail
  - Your preferred epitaph – what you’d like your life to mean, in one sentence
  - What work you’d like to be doing in five years
  - In two to five years
  - In the next year
- List alternative choices, with predictable consequences, in terms of your personal objectives (costs and benefits)
  - What you might do (marketplace opportunities, cultural & economic trends)
    - Where to work (U.S., North America, other world regions)
    - Secular or Christian work
    - Geopolitical, social and medical issues
  - What you can do (gifts, talents, strengths, achievements, skills)
  - What you want to do (values, preferences, beliefs)
  - What you should do (obligations to God and to other people)
- Compare and order alternatives. Consider combining elements of two or more.
- Select a top alternative, and create a realistic plan to implement it. Seek to establish the plan in terms of goals which are specific, measurable, realistic, timely, and attainable at moderately high levels of challenge. For each essential goal, determine:
  - Education, training, credentials, experience, or abilities needed
  - Type of interim or developmental jobs required or helpful
  - Foreseeable obstacles to overcome
  - What and who can help? How? When?
- In light of the above, produce a long-term learning plan
  - Additional knowledge and experience I desire or need
  - My undergraduate education (year by year, until my projected graduation)
  - Pros and cons of graduate or professional education
  - Things I’d like to know and do in my lifetime
- Begin to put your plan into action, and to assess the outcomes. Include benchmarks or milestones by which you’ll know if your plan is on track.

---

1 As you act to implement the plan, you are moving into Stage 4 of the Career Exploration Model, Implementation. Implementation draws on all that has been learned and developed in previous stages of the model.