career paths reimagined.

ACCA

Action plan: for members

1. Embrace flexible career paths
- Recognise the future workplace by moving away from expecting linear progression. Careers will be flexible – shorter-term, adaptive, self-motivated and hyper-personalised.
- Regularly review your career goals and adjust based on emerging opportunities.

2. Focus on continuous learning
- Commit to lifelong learning: develop technical, data, and interpersonal skills.
- Learn how to learn, unlearn, and relearn as technology and roles evolve.

3. Build future-ready skills
- Prioritise skills that complement technology: curiosity, storytelling, strategy and ethical judgment.
- Strengthen your data literacy (including data governance and analytics).

4. Develop a growth mindset
- Stay open to change and be proactive in seeking new challenges.
- View uncertainty as an opportunity for growth rather than a threat.

5. Position yourself for emerging roles
- Explore roles in new and emerging areas such as sustainability, data assurance, and AI governance.
- Consider micro-certifications and niche specialisations to stay competitive.

6. Cultivate interpersonal and leadership skills
- Enhance collaboration, influencing, and communication skills.
- Prepare to lead agile, cross-functional teams in diamond-shaped structures rather than focusing on manage hierarchies.

7. Plan for longer working lives
- Anticipate extended careers and consider strategies like micro-retirements.
- Maintain financial resilience and adaptability for economic uncertainty.

8. Align with purpose and sustainability
- Seek opportunities in organisations that align to your personal vision of purpose.
- Understand value-based reporting and its growing importance.

9. Stay technologically competent
- Be consciously competent in using technology and data.
- Understand how to augment machines rather than fear replacement.

10. Prioritise wellbeing and mental health
- Protect mental health as working cultures and styles embrace greater flexibility and remote working.
- Build resilience and seek supportive organisational cultures.