

Making DCIPS Work for You — Positioning Yourself for Your Future

We all want to be successful in what we do. And how we define success varies with each person. Sometimes it's not about the promotion or the bonus, but how you can grow as an employee, how satisfied you are with the role you play in your component, and how you are contributing to your organizations goals. There are things that you can be doing today—both personally and professionally—to support meeting your objectives in the long run and achieve the career path you are seeking.

DCIPS is a unique personnel system. Basic premises of DCIPS are enhanced engagement between employees and supervisors and flexibilities to support employee career development and progression. DCIPS gives you a role by focusing on your contribution to mission success through performance management, career development, opportunities to try new or different things, and even new or different components or geographic areas. When you ask yourself, where do I want to go, or what do I want to be, you have control, and only you know when you are ready for the next step in your career. DCIPS provides tools that support you—we call it positioning yourself for your future. There is no one path for all, but unique paths for everyone.

SELF AWARENESS

- Start with things you have some control over by identifying what you want; ask yourself how you can be a better employee.
 - Be proactive. Always be on the lookout for ways that you can go above and beyond your job description.
 - Demonstrate a positive attitude.
 - Be patient, noting happens overnight.
 - Apply your expertise and experience to be a resource for your office, your colleagues, and even people you don't know. Remember, there is no substitution for experience.
 - Assure that what you do each day supports achievement of organizational goals.
 - Seek challenges and find ways to continually grow. Your boss may not realize where your talents are or the best way to use them. So, take the opportunity to point out where you can help.
 - Be prepared to take advantage of opportunities—timing can be everything.
 - Set long range goals and objectives. Review those every two years and make adjustments as necessary. Your Individual Development Plan is a good tool to help you with this, since you will have already identified activities, goals and training associated with your career plans.
 - Find your passion.
- Have reasonable expectations when you apply for a promotional opportunity, special assignment or specialized training—you won't always be selected the first time. Applying for opportunities in and of itself is a learning experience that might benefit you in the future.

- Have an honest perspective and understanding of your strengths and weaknesses. Don't be afraid to ask people whom you trust for their view of your strengths and weaknesses. Celebrate others' successes along with your own.

TRAINING and DEVELOPMENT

- Find a mentor. Mentors are advisors to whom you can turn for advice and support. They may be colleagues or managers or others and they can assist with long-range career and life goals. Use a mentor to help you understand the career development road map for your occupational group. You might also work with your supervisor and HR department to identify the skill sets you need to demonstrate, so that when you compete at the next level, you are successful.
- Serve as a mentor to others.
- Remember, every experience contributes to growth, even those tasks that you reluctantly take on.
- The community offers an incredible number of training opportunities that are not only pertinent to your mission, but applicable to your personal growth. Take advantage of what is offered. Show your commitment to work by always wanting to learn more.
- Research leadership courses, read current books on leadership and observe leaders around you so that you may emulate those you admire.
- Watch others around you who are doing similar work. Pay attention to the kinds of things they are doing to develop their careers.

WORK EXPERIENCE

- Think about whether you have skills or talents that you are not using in your current position that may be useful in another field.
- Seek details or rotational opportunities within your component that you would qualify for. Consider if there is a logical application of your skills to another office. Learning how to adapt to new procedures, new co-workers and a different pace is valuable experience, not to mention that you may find your perfect job. One way to grow is to stretch yourself, to venture into work that is beyond your normal scope. Ask for special assignments to sharpen your skills and show both yourself and others what you can do.
- Volunteer for a deployment. Volunteering for a deployment will give you a different perspective on how the other Intelligence components operate and you will get to see how important your job is to front line operators.
- Apply for a joint duty assignment to increase your knowledge and understanding of the intelligence enterprise, once you are senior enough.

DCIPS is a personnel management system that supports you throughout your career. It gives your component the flexibility to develop and design unique personnel processes like professional development, hiring, and performance management that permit them to recruit, reward and retain the best. Take advantage of all that DCIPS offers, so that you are prepared for your future.