

# Stages of Career Development

**Stage 5: Late Career (ages 55-retirement):** Remain productive in work, maintain self esteem, prepare for effective retirement.

**Stage 4: Mid Career (ages 40-55):** Reappraise early career & early adulthood, reaffirm or modify goals, make choices appropriate to middle adult years, remain productive.

**Stage 3: Early Career (ages 25-40):** Learn job, learn organizational rules and norms, fit into chosen occupation and organization, increase competence, pursue goals.

**Stage 2: Organizational Entry (ages 18-25):** Obtain job offer(s) from desired organization(s), select appropriate job based on complete and accurate information.

**Stage 1: Preparation for Work (ages 0-25):** Develop occupational self-image, assess alternative occupations, develop initial occupational choice, pursue necessary education.