

How to create a career roadmap that adapts with you



A great career roadmap isn't set in stone. It's a living guide: one that evolves as you do. Check in quarterly, stay open to surprises, and focus on skills that keep your options wide. The best careers aren't planned. They're built, adjusted, and rebuilt along the way.

SHAMS RASHID TONMOY

Let's cut through the clichés: most career advice about planning sounds like, "Write down your dreams! Manifest your future!" But real careers don't work like that. They're not straight ladders to climb; they're more like rivers, winding through unexpected terrain, with detours that often lead to better opportunities than you'd ever planned for.

The key isn't rigid five-year plans. It's building a 'flexible' roadmap, i.e. one that gives you direction without locking you into a single path. Here's how to do it.

Start with a vision, not a job title

Most people fixate on roles: "In 10 years, I'll be a VP." But titles change, industries shift, and your own interests evolve. Instead, ask: "What do I want my work life to feel like?" Do you crave autonomy? The chance to build things from scratch? The ability to mentor others? These are your true guideposts, not promotions or pay grades. A decade is too far for specifics, but it's the perfect horizon for defining the 'essence' of what you want.

Explore multiple paths (because life rarely goes to plan)

Now, zoom in on the five-year mark. Here's where you brainstorm several realistic routes to

that vision. Maybe one path involves climbing the ladder in your current field. Another might mean pivoting into a related industry. A third could be freelancing or launching a side hustle. The magic? You don't have to choose just one yet. The best careers unfold through experimentation, which involves trying things, learning what fits, and adjusting as you go. Be sure to enjoy the experience along the way!

Break it down into actionable experiments

For the next 12 months, focus on 'doing' rather than obsessing over the distant future. Pick 3-5 concrete steps that move you forward, but frame them as experiments, not ultimatums. For example, instead of "I must become a manager this year," try "I'll lead one cross-functional project to test if I enjoy leadership." Rather than "I need to switch industries now," explore "I'll ask three people in that field to see if it's a fit for me." This will keep you progressing without boxing you into a path that might not suit you later.

Skills - the real career currency

Job titles are fleeting. Today's "Social Media Guru" is tomorrow's "Director of Social Engagement". What lasts? Skills. Focus on building three layers: technical abilities (what's emerging in your field?), power skills

(communication, resilience, negotiation), and the ability to learn quickly (the ultimate future-proof skill). A marketer obsessed with becoming VP might miss the bigger opportunity: mastering data storytelling and team leadership makes you valuable anywhere, regardless of title.

Expect detours. They're part of the journey

Careers will throw curveballs: layoffs, burnout, unexpected passions. Instead of panicking, ask: "What did this teach me about what I don't want?" "What skills did I gain that transfer elsewhere?" "How can I adjust my next steps to reflect this?" Remember, flexibility isn't just about surviving changes; it's about leveraging them.

The bottom line

A great career roadmap isn't set in stone. It's a living guide: one that evolves as you do. Check in quarterly, stay open to surprises, and focus on skills that keep your options wide. The best careers aren't planned. They're built, adjusted, and rebuilt along the way.

Want to start? Block 30 minutes this week to sketch your 10-year vision, brainstorm 2-3 five-year paths, and pick 3 experiments for the next 12 months. Then revisit it every few months, and watch how it grows with you!

Quiet thriving: finding purpose in a 'just fine' job

SHAMS RASHID TONMOY

Let's be honest - not every job is meant to be your life's passion. Some roles simply pay the bills, offer reasonable hours, and maybe even provide decent coffee. But when you're not ready (or able) to move on, spending 40+ hours each week in an uninspiring position can feel like running on a treadmill: all effort, no destination.

Here's the good news: you don't need to wait for the perfect job to feel engaged at work. A new approach called 'quiet thriving' - the positive counterpart to 'quiet quitting' - focuses on making small, intentional changes to rediscover meaning and even joy in your current role. Here's how you can embrace this concept.

Redefine success on your terms

Society often tells us that work should be our passion, our identity, our grand purpose in life. But what if it doesn't have to be all those things? Instead, try defining success by your own standards. Maybe it's about acquiring new skills,

cultivating meaningful relationships with colleagues, or simply establishing healthy boundaries that allow time for personal pursuits. By viewing your job as just one element of a fulfilling life - even if it's not particularly remarkable - you're likely to find greater satisfaction in your daily experience.

Discover the hidden lessons

Every position offers valuable takeaways if you know where to look. Shift your perspective from what you're doing to what you're learning. Are you developing patience through bureaucratic processes? Improving communication skills with challenging colleagues? Even repetitive tasks can enhance precision and efficiency. Maintain a 'skills journal' to track these subtle but important developments.

Turn routine into opportunity

Combat monotony by creating personal challenges. For example, if your work involves creativity, you could keep the joy alive by testing new techniques on ordinary projects. These small innovations not only make the workday more engaging but also keep your skills sharp for future opportunities.



Leverage hidden benefits

Your job offers value beyond your salary. View this stable position as a springboard for personal growth. Connect with coworkers who share your passions outside work, or leverage your predictable schedule to launch that passion project you've been postponing.

Trust the bigger picture

As Steve Jobs once said, we can only connect life's dots looking backwards.

That tedious data entry job might later explain your exceptional attention to detail. The office politics you navigated could demonstrate your conflict resolution skills. Have faith that even this 'just okay' chapter contributes to your professional story in ways you can't yet see.

Embrace the 'for now' mindset

Give yourself permission to view this as a temporary season rather than a permanent situation. Repeat: "I'm here for now because it serves a purpose." Whether that purpose is financial stability, skill development, or simply buying time to plan your next move, there's dignity in recognising the value of this phase.

Quiet thriving isn't about pretending to love a mediocre job - it's about actively shaping your experience to find fulfilment where you are. Because meaningful careers aren't just built on the jobs we adore, but on how we grow through all our professional experiences.

Amazon deploys 1 millionth robot as automation transforms warehouse jobs

NEXT STEP DESK

Amazon has recently reached a milestone in warehouse automation, deploying its one-millionth robot across its global operations network. The company announced the achievement alongside a new AI system designed to enhance the efficiency of its robotic workforce.

The e-commerce giant's growing automation system now includes Hercules lifting robots, Pegasus package handlers, and autonomous Proteus units operating in more than 300 facilities worldwide. In an official press release, Amazon Robotics VP Scott Dresser confirmed the millionth unit was recently placed in a Japanese fulfilment centre, describing it as "a significant milestone in our robotics journey".

Additionally, a new AI coordination system called DeepFleet aims to improve the robotic network's efficiency by 10%. "This means less congestion, more efficient paths, and faster processing of customer orders," Dresser said, comparing the technology to an "intelligent traffic management system" for warehouse robots.

Amazon reports it has trained over 700,000 employees since 2019 to work with automated systems. The company notes its newer facilities require more

technical maintenance roles while reducing some manual handling positions.

The deployment reflects Amazon's substantial investments in warehouse automation technology, including robots capable of lifting 1,250 pounds and navigating autonomously. Industry analysts note the expansion comes as many logistics operations increasingly



incorporate automation, with potential long-term impacts on warehouse employment patterns.

Amazon maintains that its automation technology is designed to work collaboratively with human employees, though economists continue to study the broader workforce implications of such large-scale robotic deployments in the logistics sector.



Microsoft to cut 9,000 jobs; continues focus on AI

NEXT STEP DESK

Microsoft has recently confirmed plans to lay off up to 9,000 employees - just under 4% of its global workforce - as the company shifts its focus further toward artificial intelligence and streamlines internal operations.

The job cuts, which span multiple departments and regions, mark the company's third major round of layoffs this year, according to reports by Reuters, CNBC, and The Verge. In May, Microsoft cut over 6,000 roles, followed by at least 300 more in June. As of June 2024, the company employed 228,000 people.

Gaming is one of the hardest-hit divisions. Microsoft is reportedly cancelling development of the Perfect Dark reboot and Everwild, and shutting down The Initiative, the studio behind Perfect Dark, according to The Verge. Staff at other game studios, including Turn 10 and ZeniMax Online Studios, have also been affected.

The layoffs come as Microsoft doubles down on AI investment, including \$80 billion in new data centres. The company remains highly profitable, reporting \$26 billion in net income on \$70 billion in revenue last quarter, and expects continued growth through Azure cloud and AI services, states the reports.

Saudi launches skill-based work permit for expats

NEXT STEP DESK

Saudi Arabia has introduced a new classification system for expatriate work permits, according to a recent report by Gulf news. The initiative, announced by the Saudi Ministry of Human Resources and Social Development, divides permits into three categories: high-skill, skilled, and basic.

The classification process began on June 18, 2025, for existing foreign workers, with full implementation set for July 6. New expatriates entering Saudi Arabia will fall under the system starting August 3. The Ministry has published detailed guidance outlining criteria such as education, work experience, professional skills, wage levels, and age as key factors in determining classification.

The reform is part of Saudi Arabia's broader strategy to modernise its labour market in line with Vision 2030 and the National Transformation Program. The system is designed to align workers' qualifications with job requirements, improve performance and regulatory compliance, and enhance the country's ability to attract global talent, according to Saudi officials.



JOBS SPOTLIGHT

Royal Norwegian Embassy in Dhaka

Programme Officer

Deadline: July 15

Eligibility:

Higher university degree in relevant disciplines, with prior experience in project cycle management, including results management, financial management, audit, and monitoring and evaluation.

Minimum experience: 3 years



BADAS-Centre for Health Research and Implementation

Supervisor, DiaDeM

Deadline: July 15

Eligibility:

Master's/ MPhil in any discipline of Psychology from a reputed institution in Bangladesh or abroad.

Minimum experience: 2-3 years



NRBC Bank PLC

EO/SEO, Risk Management Division

Deadline: July 17

Eligibility:

Prior hands-on experience in credit analysis or risk evaluation in any bank or financial institution..

Minimum experience: 3-4 years

UNDP

Project Analyst, Sustainable

Environment & Public Health

Deadline: July 14

Eligibility:

Advanced university degree/ Master's/ equivalent experience in any of: Civil or Environmental Engineering, Environmental Management, Urban or Rural Planning, Programme Development, or a closely related discipline.

Minimum experience: 2 years



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