



## Portability and Other Key Traits to Long-term Employability

As I have said in the previous module, you can see how long-term employability depends on more intangible factors. We are going to explore those factors now.

**1. Portability.** According to Fernandez-Araoz, “the best employees and executives are what talent management experts call **portable**. They are able to effectively transition from one role, company, industry, or country to the next, not only bringing their unique strengths to each but also growing stronger in the process.”

**2. Determination.** Another key trait to long-term employability is determination. Embracing the need to grow throughout your working life, rather than looking for somewhere you can just “settle in” will see you remain flexible and more prepared for any future professional disruption or transition.

Employers appreciate people determined to push past obstacles and who have a strong motivation to be the best they can be.

**3. Self-awareness.** When you know yourself well, you’re equipped to identify places of interest to you, and where you can be confident of adding value. This means instead of just fulfilling duties, you’ll bring something new and vital to the workplace culture, processes, brand, and customer service attitudes, for example.

Knowing yourself means understanding where your strengths and weaknesses lie, and what energises you.

**4. Craftsman mindset.** According to Newport, when you’re focused on discovering and pursuing your “passion”, you’re projecting a view of “what can the world offer me?” It is a **problematic mindset** for having career longevity and long-term employability.

On the other hand, a **craftsman mindset** asks “**what can I offer the world?**” You have a determined focus on constantly improving at your craft and as a result, become uniquely valuable to the team, company, and your customers. When you adopt a craftsman mindset in your job search, **the best question you can ask yourself is: “will I love the process of getting better at this?”**



**5. Being a lifelong learner.** Being willing to commit to lifelong learning is essential if you want to remain at the top of your chosen profession.

Lifelong learning is the ongoing, voluntary, and self-motivated pursuit of knowledge for either personal or professional reasons. It also brings with it a sense of excitement.

There is plenty of room for growth and new beginnings, too. You can discover new interests, newfound confidence in your abilities, and meet entirely different networks of people you may never have crossed paths with before.