

About the IACLP Logo



Career development is often understood to be linear in its course, moving from one point of success to another. Common experience tells us that a career hardly ever develops in a linear and sequential manner moving smoothly from one success to another. In reality, new possibilities open, paths diverge and expectations may need modification.

Ancient Eastern philosophies present a cyclical approach to life whereby actions of the past qualify the present and the actions of the present qualify the nature of the individual's future existence. Life is portrayed a spiral: non-linear in its progression, characterised by continuous elaboration and construction, and by adaptation, discovery and renewal. Nature too is full of examples of spirals ranging from the structure of galaxies, to the shell of a snail and the blossoming of a rose bud.

The Indian Association of Career and Livelihood Planning draws upon the image of spiral to describe career development. Accordingly, career development is understood not merely as achieving mastery over age-specific developmental tasks. Instead, it is portrayed as a collection of overlapping movements whereby the individual's engagement with work is an ongoing process of renewal. These movements may not necessarily always point in the 'forward' direction. The world of work may require new learning to face new challenges, it may require the individual to return to earlier learnings, it may also require the individual to let go of earlier positions and begin anew. A healthy career develops upon previous development, whereby one constantly learns from the past, accepting all experiences as integral to development and looks to the future, all through one's life.

It is these images and sentiments that the IACLP logo tries to capture.