

2. One, two, many ways – a hands-on guide to how to navigate this book

Wolfgang Mayrhofer, Jon Briscoe, Michael Dickmann, Douglas T. Hall and Emma Parry

This is one of those books that one does not expect readers to read from front to back, although, of course, this is possible and fruitful. More likely, readers attracted by the promise of rich stories from a number of contextual settings around the globe will leaf through it to find those chapters and passages that have the most appeal in terms of what they are looking for.

Two things might be helpful for gaining orientation. First, the overall structure of the book and the chapters. Part I contains, besides this current chapter on how to navigate this book, a brief introduction to the concept of careers and how to look at them from various perspectives. This helps readers to better understand what the chapters deal with. Parts II to VII contain 24 chapters with career stories from all the populated continents of the world, grouped into six broad themes:

- Personal Characteristics
- Stability and Change
- The Boundaries and Borders
- Gender
- Generations
- Organizations

Each chapter in the book, after starting with a title that highlights the core themes and signposts the country it comes from, follows a similar line of thought. Either very strictly or in a looser sense and in varying order, the chapters commence with a point of departure that sets the scene or constitutes a dilemma or a problem or the like, before then contextualizing the situation. This usually is done through a brief introduction to the country and its specifics regarding careers and the core of the emerging story. The story itself puts flesh on the bones of the respective issues. Reflections on the story point towards core issues and related theoretical discourses. ‘Stop and Think’ sections with

a few questions intended to stimulate further thoughts about the story close each chapter and are geared to produce relevant takeaways for the reader.

Second, a more in-depth guide beyond the book and chapter structure might be helpful to harvest the rich and multifaceted chapter content. The following table gives an overview of the major issues addressed by the chapters based both on our own reading and on the verdicts provided by each author/author team (Table 2.1).

It is important to bear in mind that the issues are not grouped according to a stringent theoretical framework but, having the interested reader in mind, are arranged in alphabetical order, similar to a front-end index. The table allows the quick identification of the core issues of each chapter in two main ways. Those readers who are interested in a specific region or country can go to the respective columns and can easily see which issues are addressed in more depth in the various chapters. In turn, readers who want to learn more about how a specific issue plays out in different contextual settings, can search in the topic list and then follow the line to see in which country chapters it is addressed.

Of course, we provide a selective and not comprehensive list of issues. Additional issues can be discovered in the various chapters. Therefore, reading the whole book might still be a valuable option ...

Continents	Asia and Oceania										Europe															
	AFR	AMR	EUR	ASO	ASO	ASO	ASO	ASO	ASO	ASO	ASO	ASO	ASO	ASO	ASO	ASO	ASO	ASO	ASO	ASO						
Countries	NGR	ARG	CAN	MEX	AUS	IND	JPN	PAK	AUT	BEL	FIN	GBR	GER	-BA	GER	GRE	IRL	ITA	LTU	NOR	POR	RUS	SUI	SVK	TUR	
Different Generations																										
Digitalization																										
Discrimination																										
Elite Careers																										
Employability																										
Employment, Forms of																										
Ethnicity																										
Family																										
Fit/Match																										
Gender																										
Gender Equality																										
Goals																										
Identity																										
Intersectionality																										
Job Mobility																										
Migration																										
National																										
National Culture																										
Opportunities																										
Organizational Career Management																										

Continents	Asia and Oceania										Europe														
	Africa	Americas					Asia and Oceania					Europe													
Countries	NGR	ARG	CAN	MEX	AUS	IND	JPN	PAK	AUT	BEL	FIN	GBR	GER	-BA	-HH	GRE	IRL	ITA	LTU	NOR	POR	RUS	SUI	SVK	TUR
Issues																									
Organizational Culture																									
Personal Needs and Well-Being																									
Political Systems																									
Professional																									
Professions and Industries																									
Relocation																									
Resilience																									
Retirement, Post-Retirement																									
Social Background and Class																									
Social Inequality																									
Social Mobility																									
Talent Management																									