

LEARNING CORNER

PROF. NWARU'S CAREER NAVIGATOR

Series 1: The Art of Career Time and Timing

The art of timing: a Greek gift for modern careers

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ABSTRACT

This paper introduces *Prof. Nwaru's Career Navigator 2026, Series 1: The Art of Career Time and Timing*, which explores the role of time and timing in shaping academic careers. This is the first of the 8-part series, which sets the contexts for the whole series. Drawing on classical Greek philosophy, the paper distinguishes between *chronos*—quantitative, sequential time—and *kairos*—qualitative, opportune moments that demand discernment and action. While *chronos* structures daily routines, training, and long-term preparation, *kairos* represents decisive moments when accumulated readiness aligns with opportunity to produce transformative career paths. The paper argues that career success is not determined solely by sustained efforts over time, but also by the ability to recognise and respond effectively to *kairos* moments. Through conceptual discussion and reflective narrative, the paper examines several situations in the academic career journey in which *kairos* operates, including timing to apply and leave positions, submit manuscripts, launch research ideas, apply for grants, pursue collaborations, transition between roles, and cross disciplinary boundaries. These moments often appear ordinary but carry disproportionate influence on long-term career direction and impact. Drawing on two decades of my personal academic experience, the paper introduces how *kairos* moments can shape key career turning points, concluding that *kairos* is neither luck nor coincidence, but discernment in action—requiring attentiveness, courage, and wisdom. The paper concludes by outlining the structure and focus of subsequent parts of the series. Ultimately, the series is designed to help scholars cultivate sensitivity to career *kairos* moments, develop a sustainable posture of readiness, and integrate preparation and timing into purposeful academic life.

KEYWORDS:

Academic career, Career navigation, Chronos, Collaboration, Discernment, Kairos, Opportunity recognition, Research funding, Strategic timing, Time management

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“Whether it's the best of times or the worst of times, it's..... time we've got.”

- Charles Dickens

INTRODUCTION: TIME HAPPENS TO ALL

Time is undeniably among the most critical commodity in human affairs. Time operates universally, affecting all individuals irrespective of social status, educational background, culture, or historical epoch. However, it is not merely an awareness of time that is of consequence, but rather its effective mastery—the disciplined capacity to utilize and apply time purposefully^{1,2}. This mastery frequently constitutes the decisive factor between success and failure.

Effective time management, however, is contingent upon a comprehensive understanding of the nature, depth, and dynamics of time within human experience. In this regard, classical Greek thought offers a foundational and unparalleled contribution³⁻⁵. The Greeks provided a rigorous conceptual framework for understanding time, one that remains influential and largely unmatched by other cultural traditions. Through this framework, time is understood as comprising two distinct dimensions: *chronos* and *kairos*^{4,5}.

TIME (CHRONOS) AND TIMING (KAIROS): HOW THEY DIFFER

Chronos refers to time in its ordinary and sequential form—the measurable flow of hours, days, weeks, and years. It provides the structure for daily routines and schedules, shaping regular patterns of work, rest, and responsibility. As the quantitative dimension of time, *chronos* is the time we organize, plan, and manage our affairs. It is within this framework that skills are developed through practice, character is formed through consistency, and preparation takes place gradually and often unnoticed. Although *chronos* may appear routine or uneventful, it is essential to sustained growth and achievement.

Kairos, by contrast, describes time as an opportune and decisive moment that cannot be planned or predicted⁵⁻⁷. It emphasizes the quality rather than the quantity of time—the right moment rather than a long period. *Kairos* represents a critical opening that can

significantly influence the direction of a career or life path. It is the moment when preparation accumulated over time (*chronos*) aligns with opportunity, allowing what has been patiently developed to emerge with clarity and impact.

In all human endeavors, both *chronos* and *kairos* are indispensable. *Chronos* provides structure and discipline, enabling individuals to cultivate readiness over time. *Kairos* moments, however, are experienced differently—not as the steady progression of days, weeks, and years, but as heightened and decisive instants in which multiple factors converge. *Kairos* represents the critical juncture at which sustained preparation encounters opportunity, and future possibilities come into sharp focus. While *chronos* gives form to life's routines, *kairos* imbues those routines with meaning, transforming steady progress into decisive advancement. Without *chronos*, *kairos* would find individuals unprepared; without *kairos*, *chronos* risks dissolving into mere repetition.

KAIROS MAKES THE DIFFERENCE

This series of *Prof. Nwaru's Career Navigator* focuses on *kairos*, particularly as it emerges within the context of an academic career. It examines those rare and defining moments in which preparation, opportunity, and conviction align to generate meaningful forward career movements. Such moments function as turning points—opening new phases, altering professional trajectories, and revealing purpose with exceptional clarity. Yet *kairos* does not occur in isolation. It must be discerned, seized, and nurtured through deliberate awareness, courage, and faith.

The series is organized into eight parts (**Figure 1**), including the present introductory paper. Together, they examine what it means to navigate a career successfully at the intersection of *chronos* and *kairos*: the discipline of diligent preparation within ordinary time, coupled with a sustained readiness for extraordinary professional moments; and the practice of patient labor while remaining attentive to instances when opportunity emerges unexpectedly. For those who master the art of living between these two dimensions of time, life is no longer experienced as a

simple succession of days but as a meaningful tapestry in which time and purpose converge.

I did not begin my career thinking about *kairos*. Like many others, for long I operated primarily within *chronos*—planned, studied, prepared, and expected that my sustained efforts would eventually yield results. I assumed that success was largely a function of accumulated labor over time. While this assumption holds true in part, my professional journey has revealed

a deeper reality: careers are shaped not only by consistent efforts, but also by one’s capacity to discern, recognize, and respond decisively to *kairos* moments when they arise⁸⁻¹⁰. Over the past two decades, my career has taken varied forms, through which I have come to appreciate the significance of these defining moments. Therefore, in this series, I draw upon these experiences to illuminate the role of *kairos* in a professional career and to articulate the essence of mastering the art of career *kairos*.

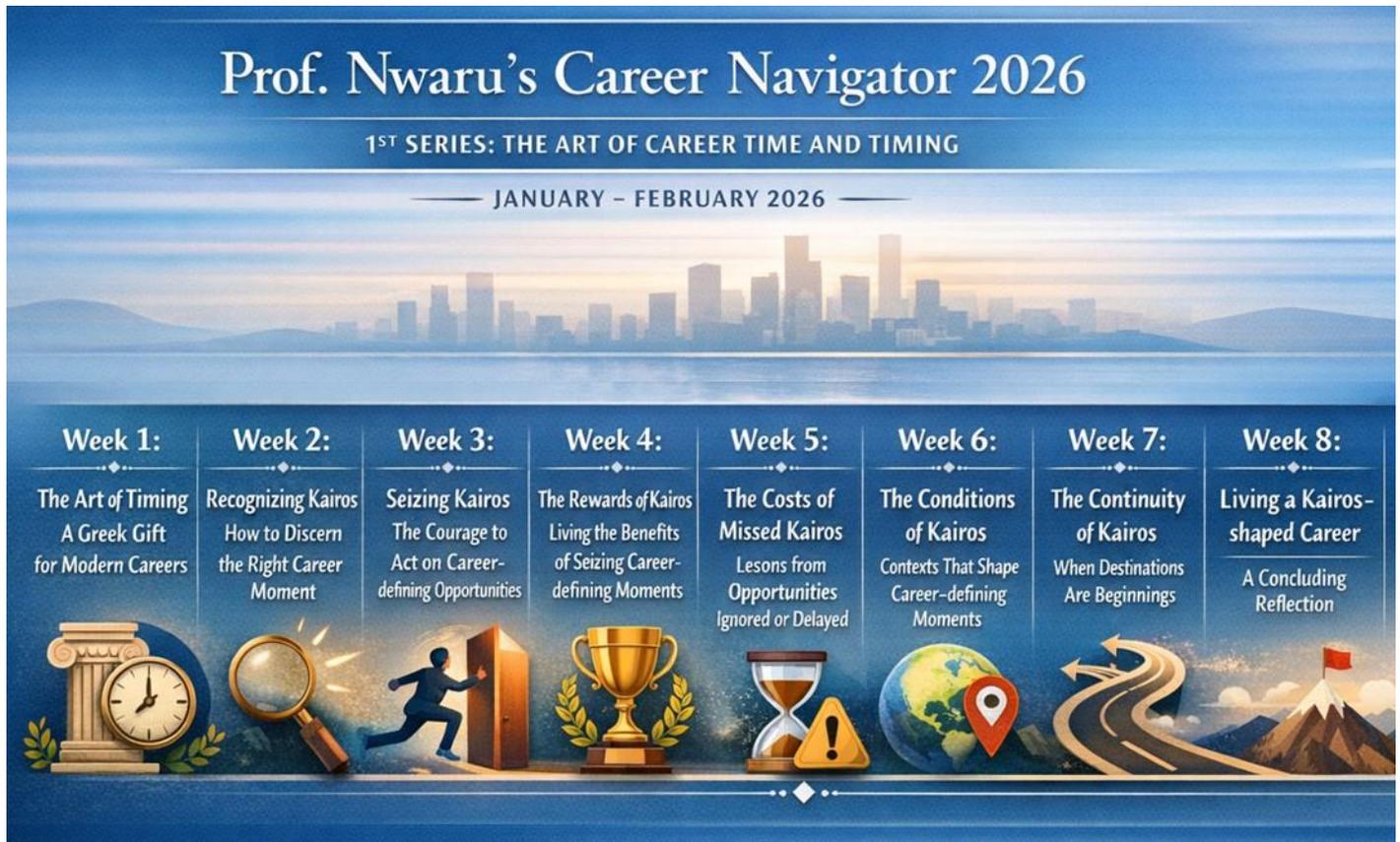


Figure 1. Illustration of the 8-part papers to be included in the first series of Prof. Nwaru’s Career Navigator 2026

KAIROS MOMENTS IN ACADEMIC CAREER

Most careers are built slowly, layer upon layer, and block upon block, with a great intention^{9,11}. Degrees take years to earn. Skills are sharpened through consistent exposure and repetition. Experience accrues gradually, shaped by the daily rhythm of tasks and responsibilities. This steady progression reflects the time of patience, preparation, and the foundation

upon which expertise stands, and consistent efforts yield fruits.

Yet anyone who has lived and worked long enough knows that not all career moments carry equal weight. Some days pass quietly, while others alter the entire course of a career – whether temporarily or permanently. A single conversation can open a door that years of steady effort could not. A spontaneous decision made at the right moment can propel progress more rapidly than months of planning. Conversely, a

missed opportunity, such as an unreturned email, a postponed application, and a hesitation born of fear, can delay growth by years. These are the career *kairos* moments that require much more than planning, but call for discernment, attentiveness and wisdom.

Kairos moments are not uncommon in the academic career, and when they occur, they are decisive. They can manifest at the interviews where everything clicks, the calls for proposals that seem written specifically for you, the mentors whose encouragement shifts your confidence, or the inner conviction that whispers, “*This is it.*” They often appear ordinary on the surface, yet their impact is extraordinary, and their effect are life-changing. Often, scholars approach these moments

casually, thereby bypassing opportunities that would have made critical advancement in their career had they been more attentive to the clues that *kairos* brings along. These moments remind us that success in academia is rarely the result of effort alone; it also depends on the wisdom to act when the time is right. In the sections that follow, I describe eight examples (Figure 2) in the academic journey where attentiveness to *kairos* moments can bring a satisfying success—including applying for a new position or research grant, to launching an idea, forming collaborations, or transitioning across roles and disciplines. These examples illustrate just a few of the ways in which *kairos* can manifest throughout a scholarly life.

Examples of Many Kairos Situations in the Academic Journey



Figure 2. Some exemplary academic career contexts that illustrate the significance of *kairos* career moments

Recognizing the Right Time to Apply for or Accept a New Position

In every career, growth often demands movement, albeit this occurs in some but not in all seasons. Knowing the right time to apply or to accept a new position requires more than ambition. It requires wisdom to sense when a new environment will unlock

new capacities and expand your vision. It requires a mastery of the art of timing – the ability to decide on the *kairos* moment to make such a move. Sometimes the opportunity appears before you feel that you are fully ready for it, yet the moment itself is right. At other times, patience is required, allowing your experience to reach maturity before you act. Applying or accepting a new

position too soon or too late can be costly. Recognizing the right moment to act thus calls for discernment — the ability to distinguish between restlessness and genuine readiness for change.

In academia or any professional field, opportunities often arise unexpectedly: a new research position opens, a leadership role becomes available, or a project invites your expertise. The question is not simply *can* you do it, but *should* you do it now; is it the right time to accept a new position? Accepting such a role may feel risky, but it can unlock hidden capacities and reveal dimensions of your potential that routine could never reach. The circumstances align in such a way that the challenge itself becomes the catalyst for your growth. However, not every door that opens is meant to be entered immediately. Seasons of waiting can deepen your experience, strengthen your confidence, and clarify your direction. The art lies in attentive listening to your own sense of purpose, to trusted mentors who can offer perspectives, and being consciously aware of the signs around you that indicate change is near. Ultimately, recognizing the right moment to act means that you must trust that timing in career is as important as talent, and that the right opportunity pursued at the right time can transform not only your career path but also your understanding of who you are and what you are called to contribute.

Knowing When to End a Position and Move On

Ending a career well is as important as beginning a career well. Perhaps beyond circumstances under their control, many professionals may often stay too long in roles that no longer inspire them. Yet every career role has its natural lifespan, when the best action is to quit and move on. The *kairos* moment to move on often reveals itself as restlessness, diminishing enthusiasm, or a growing sense that your contribution has plateaued. Recognizing this moment is not necessarily a sign of failure but represents wisdom and courage in action. Leaving at the right time can open new opportunities for growth, both for you and for those who will replace you and build upon your work. Letting go allows your legacy to evolve through the hands of others while freeing you to pursue new challenges that better align with who you are becoming. Knowing the right time to move on is a critical career *kairos* decision, which must be approached with a sense of responsibility and

attentiveness. When that moment arrives, embracing change is itself not an ending, but the beginning of a new chapter of purpose and renewal.

Identifying the Right Timing and Journal to Submit a Manuscript

In academic publishing, timing can be as decisive as the content of scientific communication¹²⁻¹⁴. A paper that is well-written and rigorously argued can still fail to make an impact if submitted too early, too late, or to a journal not aligned with its focus and audience. The *kairos* moment in publishing arises when your study is complete, your argument is refined and sound, and the field is ready to receive your contribution. It is about aligning your work with the intellectual conversation of the moment in your field—when your study and its findings address an issue or challenge a prevailing assumption. Publishing at the right time and in the right place transforms a good paper into an influential one.

The optimal time to submit a manuscript often coincides with heightened interest in your topic. When conferences, special issues, or current debates highlight themes your research addresses, your work enters a dialogue already alive with curiosity and relevance. Submitting during such a period can allow your paper to resonate more deeply, attracting attention from peers who are already searching for evidence and clarity in your area. Conversely, submitting too soon, before your evidence is fully developed or your argument polished, risks diminishing the impact of years of effort. Choosing the right journal is equally an act of *kairos*. It is about discerning where your paper will not only fit but also contribute meaningfully—where the readership, scope, and editorial vision align with your study's purpose. A well-timed submission to the right journal can amplify visibility, invite collaboration, and establish credibility within your field.

For many researchers, especially those early in their careers, the pressure to publish quickly can be intense. Institutions often emphasize publication counts in promotion, tenure, or grant evaluations, creating an environment where speed can seem more important than precision. This urgency can tempt scholars to submit their work prematurely or to journals that are convenient but not well-suited to the paper's scope or significance. Such decisions can result in rejection,

limited readership, or the paper being overlooked within the broader academic conversation. The *kairos* of publishing is about balance: knowing when your work is ready, when the field is receptive, and when timing can turn careful research into lasting contribution. Recognizing the right moment demands not only scholarly excellence but also strategic awareness—an understanding of both your readiness and the pulse of your discipline. When preparation meets opportunity, your research can shift from being well-crafted to being truly transformative.

When to Launch a Research Idea That Has Been Brewing for Some Time

Many researchers carry within them ideas that stir quietly—born out of curiosity, frustration, or long periods of contemplation. But not every idea is ready to see the light immediately: every research idea has its appointed time of manifestation. Acting at the right moment can be career-defining—it can channel intellectual energy into innovation and creativity. Acting too soon can lead to fragmented studies, unclear theories and frameworks, or insufficient evidence to sustain a strong argument. Waiting too long, on the other hand, can cause the energy that the idea carries to wane or the time of its greatest impact passed. The wise researcher – one with a mastery of career *kairos* moments – senses when the idea is ripe—when it has evolved from a question into a feasible, well-scoped research plan with clear impact to the field of research. For many scholars, the challenge lies in discerning this balance between patience and the right time to initiate the project idea. The *kairos* moment to launch a research project arrives when preparation meets conviction: when the intellectual groundwork has been laid, resources and collaborators have aligned, and your inner sense of readiness outweighs hesitation or doubt.

Knowing the Right Time to Apply for a Research Grant

Grant applications require strategic timing^{15,16} – the *kairos* moment when the research idea has evolved into a credible, evidence-backed proposal, when collaboration and institutional backing are enough to lend credibility and support to your vision, and when the project goals align with the funder's priorities. Applying too early—before your ideas are fully articulated or your pilot data is convincing—can result in rejection or

feedback that signals unreadiness. Conversely, waiting too long risks missing critical funding cycles, losing momentum, or watching the field shift away from your area of focus. Those who thrive in grant applications often cultivate an awareness of timing—reading not just the funding calls but the currents of the field and funders' priorities.

For many researchers, the pressure to secure funding can lead to rushed submissions driven by institutional expectations rather than strategic planning. Yet effective grant seeking is not merely about meeting deadlines; it is about aligning your proposal with the current priorities and language of funding agencies. This requires attentiveness to call for proposals, awareness of emerging trends, and timing your application when your project resonates most strongly with broader disciplinary or societal needs. This requires establishing a balance between preparedness and insight, when evidence, partnerships, and opportunity converge. The difference between success and frustration often lies in sensing that sweet spot between readiness and opportunity.

Choosing the Right Moment and Collaborators to Advance a Research Idea

Any successful research hinges on collaboration, the core factor that elevates ideas into discoveries. However, a successful collaboration must happen at the right time and with the right people. The *kairos* moment for collaboration manifests when a research idea has matured enough to benefit from diverse perspectives, and when potential collaborators bring expertise, energy, and shared vision that enrich the work^{17,18}. This convergence of readiness, mutual respect, and aligned purpose can transform collaboration into creativity, thereby birthing innovation. Establishing the right collaboration at the right time can accelerate not just one project, but an entire career.

Many researchers often feel tempted to collaborate too early—driven by funding requirements, institutional pressure, or the excitement of new connections. But when done prematurely, collaboration can blur ownership, create conflicting priorities, or divert focus from refining the research idea patiently into maturity. On the other hand, waiting too long can isolate the

project, limiting its reach or missing key opportunities for interdisciplinary or multidisciplinary insights. This is a *kairos* moment decision – mastering the art of discerning the right moment when one’s research has reached the point of gaining from the collective wisdom of the right people.

The right collaborators are not necessarily those with impressive curriculum vitae, but those who bring complementing curiosity and experiences, whose strengths and skills offset your limitations, and whose professional integrity can foster trust. When these values align, collaboration becomes a catalyst for innovation and creativity. Recognizing such partners requires humility, patience, wisdom, and attentiveness to the right moments. When the right timing and right collaborators coincide, collaboration can do more than advance a research idea, but can open new research trajectories, create opportunities for long-term networks, and can redefine one’s career path.

Knowing When to Transition Between Roles

Few professionals remain in one role forever. Many eventually sense a call to broader influence—to move from researcher to administrator, from practitioner to policymaker, from educator to leader. The *kairos* moment for such a transition often comes when your influence begins to outgrow your current role—when your capacity to shape systems exceeds your role’s boundaries. Such a move may require letting go of familiar identities, but it opens the possibility of legacy. Timing this transition well ensures that your expertise continues to serve, but now on a larger stage.

Career roles can be transient. Overtime, one’s experience, curiosity, and passion may naturally migrate toward new roles and influence. For example, one can shift from a researcher to an administrator, from a practitioner to a policymaker, or from an educator to an institutional leader. One can feel that their contribution could have greater impact if directed toward shaping systems, mentoring others, or influencing broader change rather than focusing solely on individual projects. But this transition can be both invigorating and unsettling. Letting go of established routines, familiar identities, or comfort zones to embrace a new form of responsibilities—often ones that demand new skills and perspectives—may not

come naturally for many people. Timing this transition well will ensure that it brings greater benefit and impact, allowing accumulated wisdom to serve not just one’s own work, but the advancement of others, one’s institution, or the research field as a whole. If the transition happens too early, it can lead to frustration or loss of credibility if foundational experience has not matured. Contrary, if it happens too late, it can result in stagnation and missed opportunities for leadership. The art of *kairos* timing means that one must discern when readiness meets opportunity.

Transitioning Across Disciplines: Moving Fields as Landscapes Evolve

The academic world is dynamic—disciplines evolve and sometimes become oversaturated, while new areas of research emerge with fresh possibilities^{19,20}. Such a transition moment is not merely about change for its own sake but about recognizing where your expertise can make a deeper or more innovative contribution and consideration of whether the time of transition was ripped enough. It may mean shifting from biology to data science, from clinical research to implementation science, or from physical science to public engagement. Such transitions carry their own risks, but when timed well, they can position one at the frontier of innovation. The *kairos* moment for transition emerges when one’s curiosity, skills, and experience begin to resonate more strongly with a closely related or entirely new discipline. The key to a well-timed transition is discernment, the wisdom, and sensitivity to understand when the intellectual or technological landscape is shifting in a way that one’s background positions them uniquely to bridge those changes. Those who recognize and embrace this moment often become bridges between disciplines, shaping the future of knowledge itself.

The above eight examples illustrate the dynamics and fluidity of the academic career, highlighting the fact that *kairos* moments manifest throughout a scholarly life, thus, require wisdom, attentiveness, and discernment to navigate. Often many scholars jump the gun when undertaking these tasks or other activities within the space of their academic career. As highlighted in the ensuing discussion, there are consequences and risks that come with premature and late timing. Yet the reality is that *kairos* cannot be reduced to a formula or a fixed

set of situations. Every academic career unfolds within a unique web of circumstances, personal aspirations, institutional cultures, and historical contexts. For one scholar, the *kairos* moment might arrive as a sudden insight during a research discussion; for another, it might appear through an unplanned invitation, a shift in funding priorities, or a personal realization that it is time to change direction. The diversity of these experiences reflects the richness and unpredictability of academic life itself. What matters most is the capacity to notice them—to pause, discern, and respond with courage and clarity. In doing so, scholars transform transitory opportunities into defining moments of growth, innovation, and lasting contribution.

SNAPSHOTS OF MY OWN CAREER KAIROS JOURNEYS

Full consciousness and discernment of *kairos* moments in my own career, as far as I can remember, came to limelight nine months into my PhD studies. Understanding and capitalizing on those moments defined and continue to define many turning points in my career. It brought stability through my PhD, exposure through postdoctoral transitions, alignment through a fellowship that reunited me with my family, and long-term credibility through a tenured position. Without discernment, attentiveness and wisdom to navigate *kairos*, I might have remained trapped in routines (*chronos*). But, with recognition of *kairos*, I found direction and purpose. In my experience, *kairos* is not luck or coincidence and it does not happen randomly. It is discernment in action—the cultivated art to recognize and be ready when time ripens into opportunity and the courage to act before the moment passes. Such mastery is not a trivial journey, and carelessness to its importance has plunged many careers into difficult career paths.

But recognizing *kairos* is never enough. Courage—the willingness to act when certainty is absent, but conviction was strong—is required. For me, the fruit of those choices continues to shape every part of my career journey. As this series unfolds over the next seven weeks, I will be drawing on those experiences of the past two decades to offer reflections of career *kairos* moments. Through these reflections, I will illustrate in detail how I navigated such moments and

how they continue to inform my professional growth and sense of purpose. My intention is not to offer a prescriptive path, but to share lived experiences that may resonate with others navigating their own careers. In reflecting on my journeys, I hope that readers may find a piece of their own journeys in mine—and perhaps find the encouragement to continue moving forward with clarity and confidence.

HOW THE SERIES WILL UNFOLD

This series unfolds in eight parts – spread through eight weeks, including the current paper, each addressing a different dimension of *kairos* in academic career. Below gives the focus of each part and indication of the date of their release. Parts II-VIII will include my personal stories that illustrate my own *kairos* moments, lessons I learned, and reflective exercises to help readers to actively engage with the text. This format is intentional. *Kairos* cannot be learned passively. It must be reflected upon, practiced, and lived^{21,22}.

- **Part I (5th January 2026): The Art of Timing.** Sets the context; differentiates *chronos* (time) from *kairos* (timing), a powerful understanding of the two dimensions of time gifted by Greek philosophy; and highlights some examples to illustrate the many *kairos* moments within the academic career.
- **Part II (12th January 2026): Recognizing *Kairos*.** Here we will explore the signals that mark *kairos* moments: the inner witness, inspiration to act, testimony from others, and alignment of skills and opportunity. Recognition is the doorway to destiny.
- **Part III (19th January 2026): Seizing *Kairos*.** Recognition is not enough. Acting on *kairos* requires courage and sacrifice—the willingness to leave comfort, risk disapproval, and embrace uncertainty.
- **Part IV (26th January 2026): The Rewards of *Kairos*.** Acting on *kairos* yields cumulative rewards: stability, exposure, alignment, credibility, confidence. These are not only professional but holistic.
- **Part V (2nd February 2026): The Costs of Missed *Kairos*.** Hesitation, comfort, misplaced loyalty, and fear can cause us to miss *kairos*. Here we will examine the consequences of delay and regret, and how to avoid them.

- **Part VI (9th February 2026): The Conditions of *Kairos*.** *Kairos* does not appear in a vacuum. It is shaped by contexts — mentorship, networks, persistence, personal needs, and openness to ordinary events.
- **Part VII (16th February 2026): The Continuity of *Kairos*:** *Kairos* is not a one-time event: the deep truth is that it never stops. It is a rhythm, a cycle that repeats across seasons of life and work. It is woven into the fabric of every career. In this part, we will explore the interesting phenomenon that every *kairos* destination is itself a beginning.
- **Part VIII (23rd February 2026): Living a *Kairos*-shaped Career.** Finally, in this last part, we will integrate all the parts into a framework: recognition, action, reward, warning, condition. A cycle that, repeated across seasons, becomes a way of life.

What You Will Gain by Actively Following this Series

By engaging with this series, you will:

- **Sharpen your discernment of crucial career decision moments.** You will learn to notice the signals of *kairos* — the subtle cues that something is more than ordinary.
- **Build courage to make critical career decisions.** Through my own personal stories and the reflective exercises included in each chapter, you will grow in the ability to act decisively when *kairos* moments present.
- **Embrace holistic success.** You will see that *kairos* rewards not only in professional growth but in personal alignment and peace.
- **Avoid regret.** By reflecting on missed or near-missed opportunities, you will strengthen your vigilance for the future.
- **Cultivate readiness.** You will learn how to shape the conditions — mentors, networks, persistence — that make *kairos* more likely.
- **Adopt a *kairos* posture.** Ultimately, you will develop a rhythm of life that is attentive, courageous, grateful, and open to opportunity.

CONCLUSIONS

This paper has set the context and reflective foundation for understanding career development through the dual lenses of *chronos* and *kairos*. While *chronos* governs the steady accumulation of skills, experience, and

discipline, *kairos* introduces the decisive moments that redirect careers, redefine purpose, and accelerate growth. Academic careers, as shown throughout the paper, are not shaped by effort alone, but by the capacity to recognise when preparation meets opportunity and to act with courage at that intersection. By examining multiple *kairos* moments across the academic lifecycle, this paper highlights the fluidity, unpredictability, and deeply human nature of scholarly work. *Kairos* cannot be reduced to formulae or rigid career plans; rather, it calls for attentiveness, discernment, wisdom, and responsiveness within specific personal, institutional, and historical contexts. The reflections demonstrate that *kairos* is not accidental, but cultivated through readiness, mentorship, reflection, and willingness to embrace uncertainty.

As the series unfolds in subsequent papers, these themes will be explored in greater depth through personal narratives, practical reflections, and guided exercises. The ultimate aim is not to prescribe a single career path, but to help scholars develop a *kairos*-shaped posture—one that balances patience with boldness, preparation with responsiveness, and ambition with purpose. In doing so, careers are no longer experienced as mere sequences of time, but as meaningful journeys shaped by moments that matter. I beg that you do not rush through this series. Deeply reflect on it. Find time to journal the lessons. Use the exercises to reflect on your own career journey and how you are keeping faith with *kairos* moments. Talk with mentors or friends. Let the stories spark your own. For *kairos* is coming again. It may arrive disguised as an email, a conversation, a restlessness in your heart. It may not announce itself loudly. But if you are attentive, you will feel the horizon widen, the current shift, and the whisper grow stronger.

CONFLICT OF INTEREST

None declared

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