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Community Service, Building Career Sustainability: Adaptability, Integrity, and Growth Mindset

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Abstract: Changes in the work environment driven by digital transformation, technological advancements, and increasing global competition require individuals to possess not only technical competencies but also adaptability, integrity, and a growth mindset. Therefore, this Community Service Program aimed to enhance participants' understanding of the importance of these three aspects in building sustainable careers. The program was organized by the Indonesian Association of Research in Management, Entrepreneurship, and Business (ARIMBI) on July 21, 2026, and was conducted online through the Zoom Meeting platform. A total of 96 participants attended the program, including academics, students, practitioners, professionals, and entrepreneurs. The methods employed consisted of socialization and participatory training through material presentations, interactive discussions, and question-and-answer sessions. The results indicated that participants gained a better understanding of the importance of adaptability in responding to workplace changes, the application of integrity in fostering professionalism, and the development of a growth mindset as a strategy for continuous learning and self-improvement. The high level of participant engagement throughout the program demonstrated the relevance of the topic to current career development needs. This activity contributed positively to improving participants' career literacy and encouraged the development of human resources who are adaptive, ethical, and better prepared to face the challenges of an evolving work environment.

Keywords: Career Sustainability, Adaptability, Integrity, Growth Mindset, Community Service.

INTRODUCTION

Changes in the workplace driven by technological advancements, digitalization, globalization, and evolving industry needs have created new challenges for the workforce. These conditions require individuals to possess not only adequate technical competence but also the ability to adapt to change, uphold integrity, and cultivate a mindset oriented toward continuous learning and self-development (Muhajirin et al., 2024). In an increasingly competitive work environment, career success is no longer determined solely by educational background or work experience; rather, it hinges on an individual's ability to adjust to change and effectively manage their own potential (Saputra et al., 2023).

Career sustainability is a crucial aspect to consider amidst the evolving landscape of the modern workplace. The concept of career sustainability refers to an individual's capacity to maintain, develop, and enhance the quality of their career over the long term through continuous learning, competence building, and readiness to face change. Individuals capable of sustaining their careers are better prepared to tackle challenges, seize opportunities, and make optimal contributions to both their organizations and society (Zen et al., 2023).

Adaptability plays a pivotal role in fostering career sustainability. It reflects an individual's ability to adjust to environmental changes, technological advancements, job demands, and organizational dynamics. This capability is increasingly vital in the era of digital transformation, where changes occur rapidly and often unpredictably. Individuals with high adaptability tend to navigate challenges more easily, embrace change as part of their personal growth, and devise effective solutions across various situations (Susita & Murdiono, 2024).

Beyond adaptability, integrity is a fundamental value underpinning career success. It entails consistency between one's values, principles, and actions across both professional and personal spheres. Individuals who uphold integrity demonstrate honesty, responsibility, and trustworthiness, while remaining committed to established work ethics. From an organizational perspective, integrity is a vital asset for building trust, enhancing credibility, and fostering a healthy, productive work culture (Thamrin & Susanto, 2024).

Furthermore, a "growth mindset" the belief that abilities, skills, and intelligence can be cultivated through effort, experience, learning, and perseverance has become increasingly relevant in navigating the complexities of the modern workplace (Krskova & Breyer, 2023). Individuals with a growth mindset tend to view challenges as learning opportunities, embrace feedback as a means for self-improvement, and possess a strong drive for continuous development. This mindset serves as a crucial foundation for maintaining competitiveness and long-term career sustainability (Dewi et al., 2022).

An assessment of needs and discussions with participants revealed a limited understanding regarding the importance of adapting to change, strengthening workplace integrity, and applying a growth mindset as a career development strategy (Febrian et al., 2023). Such limitations could hinder individuals' readiness to face the dynamic nature of change and competition in the workforce. Consequently, educational initiatives are needed to raise awareness, deepen understanding, and enhance participants' ability to build a sustainable career foundation (Susanto et al., 2024).

As part of the implementation of the Higher Education Three-Pillar Mission, specifically in the area of community service, this event is organized under the theme "Building Career Sustainability: Adaptability, Integrity, and Growth Mindset." The event aims to provide participants with insights and capacity-building regarding the importance of adaptability, the application of integrity, and the cultivation of a growth mindset as key assets for navigating workplace challenges. Through this initiative, participants are expected to enhance their career readiness, strengthen their professionalism, and develop competencies that support future career success and sustainability.

This community service initiative is highly urgent, as it targets recent graduates transitioning from the academic world to the workforce. During this phase, graduates encounter numerous challenges ranging from an increasingly competitive job market and shifting competency requirements driven by technological advancements to the need for professional performance within dynamic organizational environments. Despite acquiring academic knowledge and skills during their studies, not all graduates are adequately prepared to face the realities of the actual workplace.

A primary challenge often faced by recent graduates is adapting to a work environment that differs significantly from the academic setting. Shifts in work patterns, organizational culture, communication systems, performance targets, and the use of digital technology require

individuals to adjust quickly and effectively. A failure to adapt can result in poor work performance, difficulties in building professional relationships, and hindered career development.

Beyond adaptability, integrity is a fundamental competency for recent graduates. Modern organizations seek individuals who are not only technically proficient but also possess strong character and uphold values such as honesty, responsibility, discipline, and professionalism. Demonstrating integrity fosters trust and enhances individual credibility, serving as a vital asset for building a reputation and ensuring long-term career sustainability.

Furthermore, the rapidly changing business landscape and technological advancements necessitate continuous learning and competency development. Consequently, a "growth mindset" is crucial for recent graduates. This mindset encourages individuals to view challenges as learning opportunities, embrace feedback for self-improvement, and maintain resilience in the face of failure and change. With a growth mindset, graduates are better prepared to meet the evolving demands of the workforce and can sustainably enhance their competitiveness.

METHODS



Figure 1: Certificate Awards

A Community Service activity titled "Building Career Sustainability: Adaptation, Integrity, and Growth Mindset" was conducted by the Indonesian Association for Entrepreneurship and Business Management Science Research (ARIMBI) on July 21, 2026, via the Zoom Meeting platform. This activity was designed to enhance human resource capacity in navigating the increasingly dynamic and competitive challenges of the professional world.

The event drew 96 participants from diverse backgrounds, including academics, students, practitioners, professionals, and business owners. This diversity fostered an exchange of knowledge, experiences, and perspectives regarding career development and readiness to face changes in both the workplace and the business landscape.

The activity employed a participatory approach combining information dissemination and training through content delivery, interactive discussions, and reflection sessions. This method was chosen to encourage active participant engagement, ensuring the learning process was not merely one-way but allowed participants to share experiences and find solutions to the challenges they face.

The activity was carried out in several stages. The first stage was preparation, involving coordination with organizers, material development, event promotion, and the setup of the necessary infrastructure for the webinar. During this stage, the content was developed with a focus on fostering adaptability, strengthening professional integrity, and cultivating a growth mindset as key factors supporting career sustainability.

The second stage involves the actual implementation of the activity, featuring presentations by resource persons on concepts such as career sustainability, strategies for adapting to changing work environments, the importance of integrity in building professionalism, and the application of a growth mindset to foster continuous self-development. The material is presented interactively, engaging participants through discussions and case studies relevant to current workplace realities.

The third stage consists of a discussion and Q&A session aimed at deepening participants' understanding of the material presented. During this session, participants have the opportunity to ask questions and share their experiences and the challenges they face in their career development. The interaction during the discussion serves to broaden participants' perspectives through the exchange of ideas and experiences.

The final stage is the evaluation of the activity, conducted by observing participant engagement levels during the webinar and gathering feedback regarding the content and execution. The evaluation results help gauge how well the material was received and provide insights for improving future community service initiatives.

Through this methodological approach, the activity aims to enhance participants' understanding of the importance of adaptability, integrity, and a growth mindset as key assets for building a sustainable career, boosting individual competitiveness, and ensuring readiness to navigate changes in the era of digital transformation.

RESULTS AND DISCUSSION

Result

A Community Service activity themed "Building Career Sustainability: Adaptation, Integrity, and Growth Mindset" was successfully held on July 21, 2026, via the Zoom Meeting platform. Organized by the Indonesian Association for Entrepreneurship and Business Management Science Research (ARIMBI), the event was attended by 96 participants, including academics, students, practitioners, professionals, and business owners. The diverse backgrounds of the participants reflect the significant need to strengthen career competencies relevant to the current evolution of the labor market and the business world.

The event began with a presentation on the concept of career sustainability—defined as an individual's ability to maintain and develop their career over the long term amidst an increasingly dynamic work environment. During this session, participants learned that career success is shaped not only by technical competence but also by adaptability, professional character, and a willingness to engage in continuous learning and growth. The material offered participants a fresh perspective on the importance of preparing for changes driven by digital transformation, technological advancements, and intensifying global competition.

Discussions regarding adaptation emphasized the importance of an individual's ability to respond effectively to change. Interactions during the event revealed that some participants—particularly students and recent graduates—still face challenges in preparing to enter the workforce. Through the presentation and practical examples, participants gained insights into

strategies for enhancing adaptability, such as developing digital competencies, improving communication skills, embracing lifelong learning, and preparing for shifts in work environments and organizational structures.

During the integrity session, participants gained insight into the importance of professionalism, honesty, responsibility, discipline, and consistency in their work. Discussions revealed that participants recognized integrity as a crucial factor in building trust and a professional reputation. Beyond serving as a foundation for ethical decision-making, integrity is viewed as a key asset for fostering healthy, productive working relationships within an organization.

The session on the "growth mindset" helped participants understand the value of a mindset oriented toward continuous self-development. Participants were encouraged to realize that abilities and competencies can be enhanced through learning, experience, and a willingness to step out of their comfort zones. Discussions during the event showed an increased awareness of the importance of viewing challenges and failures as opportunities for learning and self-improvement. This understanding is expected to motivate participants to be more proactive in enhancing their competencies and preparing for future career changes.

Participant enthusiasm was evident in the high level of engagement throughout the event. This was demonstrated by active participation in discussion and Q&A sessions, where attendees raised questions regarding career development, workforce readiness, professional character building, and strategies to boost competitiveness in the digital era. The interactions fostered during the event not only enriched the participants' understanding but also created a constructive space for sharing experiences between the participants and the speakers.

Overall, this community service initiative contributed positively to broadening the participants' insights and understanding regarding the roles of adaptability, integrity, and a growth mindset in sustaining a career. The material presented provided a comprehensive overview of the competencies required to navigate the challenges of the modern workplace. With this enhanced understanding, participants are expected to be better prepared to develop their careers, elevate their professionalism, and build sustainable competitiveness amidst a constantly evolving work environment.

Discussion

The implementation of the Community Service activity themed "Building Career Sustainability: Adaptation, Integrity, and Growth Mindset" demonstrates that career development no longer relies solely on mastering technical competencies; rather, it is determined by an individual's ability to respond to change, uphold professional values, and continuously develop their personal capacity. In the context of an increasingly dynamic labor market, career sustainability is viewed as an adaptive process that enables individuals to maintain productivity, well-being, and professional relevance over the long term. This concept emphasizes the importance of being able to adjust to change without compromising future career goals.

A primary focus of this activity was strengthening career adaptability. Adaptability is a crucial competency, as individuals face rapidly changing work environments, digital technological advancements, and evolving job demands. According to Savickas's Career Adaptability theory, career adaptability serves as a psychological resource that helps individuals navigate the various transitions, challenges, and changes encountered throughout their career journeys. Individuals with strong adaptability are generally better prepared to make career decisions, manage change, and optimally leverage opportunities for personal development.

For university students and recent graduates, adaptability is particularly vital as they navigate the transition from an academic environment to the professional world. During this

phase, individuals are required to understand organizational culture, build professional relationships, adjust to performance targets, and develop competencies that align with industry needs. Through this activity, participants gained the understanding that readiness to face change is a key determinant of success in building a sustainable career.

In addition to adaptability, integrity is a fundamental aspect addressed in this activity. Integrity reflects the alignment of values, principles, and actions as manifested in daily professional behavior. Amidst increasingly complex workplace competition, organizations require individuals who are not only competent but also possess a trustworthy, responsible, and consistent character in executing their duties. Strong integrity bolsters professional reputation, enhances trust among stakeholders, and fosters healthy, productive working relationships. Consequently, integrity serves as a vital asset for sustaining a career in the long term.

Another aspect that drew the participants' attention is the "growth mindset." This concept emphasizes the belief that abilities and skills can be continuously developed through learning, experience, and consistent effort. Individuals with a growth mindset tend to be more open to challenges, resilient in the face of failure, and highly motivated to enhance their competencies. Research indicates that a growth mindset contributes positively to career adaptability, engagement in learning, and successful career development.

In the context of career sustainability, a growth mindset acts as a key driver for individuals to pursue lifelong learning. The ability to keep learning is essential, given the rapid pace of technological change and evolving competency requirements. Recent studies also demonstrate a positive link between a growth mindset along with learning readiness—and career sustainability, particularly for university graduates entering the workforce.

Based on the discussions and interactions during the event, it is evident that participants are beginning to recognize the importance of integrating adaptability, integrity, and a growth mindset as the foundation for career development. These three aspects complement one another in shaping individuals who are prepared to face change, possess strong professional character, and are capable of continuously enhancing their competencies. Adaptability enables individuals to navigate the dynamics of the work environment, integrity builds professional trust and credibility, and a growth mindset drives individuals to pursue continuous development and innovation.

Consequently, this community service initiative has made a significant contribution to enhancing the participants' career literacy, particularly for university students and recent graduates preparing to enter the workforce. An understanding of the importance of adaptability, integrity, and a growth mindset is expected to equip participants to build careers that are sustainable, competitive, and relevant to the demands of the workforce—both now and in the future.

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

The Community Service activity themed "Building Career Sustainability: Adaptation, Integrity, and Growth Mindset" has positively contributed to enhancing participants' insights and understanding regarding the key factors supporting career success in an era defined by technological change, organizational dynamics, and increasingly complex global competition. Attended by 96 participants from diverse backgrounds including academics, students, practitioners, professionals, and entrepreneurs the event fostered a rich learning process through the exchange of experiences and perspectives.

The activity's outcomes demonstrate that adaptability, integrity, and a growth mindset are essential competencies for individuals to maintain career sustainability. Adaptability enables effective responses to changing work environments; integrity serves as the foundation for building professional credibility and trust; and a growth mindset encourages individuals to

continuously learn, develop, and enhance their capabilities in line with the demands of the times. Understanding these three aspects is increasingly crucial, particularly for students and fresh graduates preparing to enter the workforce.

Participant enthusiasm throughout the event indicates that career development remains a relevant and important topic for discussion. Through presentations, discussions, and Q&A sessions, participants gained a comprehensive understanding of strategies to navigate career challenges and the importance of continuous competency development. With heightened awareness regarding adaptability, integrity, and a growth mindset, participants are expected to improve their job readiness, strengthen their professionalism, and cultivate more sustainable careers in the future.

As a follow-up, there is a need for ongoing capacity-building programs—such as training, mentoring, and other educational activities focused on strengthening soft skills, digital literacy, leadership, and job readiness. Such efforts aim to foster a workforce that is outstanding, adaptive, and principled, capable of competing effectively amidst the evolving challenges of the professional world.

Limitations

This Community Service (PkM) activity has benefited participants by enhancing their understanding of adaptability, integrity, and a growth mindset as foundations for sustainable career development. However, there are several limitations that should be considered when interpreting the results.

First, the activity was conducted online via Zoom, which limited the quality of interaction between speakers and participants compared to an in-person format. This limitation may have affected the level of participant engagement in discussions and the depth of understanding regarding the material presented.

Second, the relatively short duration meant that the discussion was limited to conceptual aspects and an introduction to career development strategies. Consequently, participants did not have sufficient opportunity for hands-on practice, simulations, or intensive mentoring regarding the application of adaptability, integrity, and a growth mindset in real-world work situations.

Third, the assessment of the activity's success relied on active participation, responses during discussions, and post-activity feedback. The program lacked evaluation instruments capable of objectively and measurably assessing changes in participants' knowledge, attitudes, or behaviors. As a result, the long-term impact of the activity on participants' career development could not be comprehensively evaluated.

Fourth, the diverse backgrounds of the participants comprising academics, students, practitioners, professionals, and entrepreneurs entailed varying career development needs. To accommodate this diversity, the material presented was general in nature, meaning it did not fully address the specific needs of each group.

Given these limitations, it is recommended that future similar activities be conducted on a sustained basis through follow-up training programs, career mentoring, and more systematic evaluation. Furthermore, tailoring materials to participant characteristics and employing more interactive learning methods could enhance the activity's effectiveness in supporting sustainable career development.

Recommendations

Based on the outcomes of the Community Service (PkM) activities, sustained follow-up efforts are required to reinforce the understanding and application of concepts such as adaptability, integrity, and a growth mindset regarding participants' career development. Future programs should not merely focus on theoretical instruction but should also prioritize practical

activities—such as training, guidance, coaching, and career mentoring—enabling participants to apply the knowledge they have gained within real-world professional contexts.

Furthermore, content development must be tailored to the diverse characteristics and needs of the participants. For university students and recent graduates, the material could focus on enhancing workforce readiness, developing interpersonal competencies, personal branding, and strategies for building a sustainable career. Meanwhile, for practitioners, professionals, and entrepreneurs, the content could be directed toward strengthening leadership, adaptability to change, innovation development, and organizational competitiveness.

To enhance the effectiveness of these activities, a more comprehensive evaluation system is necessary, utilizing pre- and post-activity measurement instruments to objectively identify changes in participants' knowledge, understanding, and career readiness. Continuous evaluation is also crucial to assess the extent to which the provided material impacts participants' career development over the medium and long term.

Additionally, collaboration among higher education institutions, professional associations, and the business and industrial sectors must be further strengthened to create career development programs that are more aligned with labor market needs. Such synergy is expected to expand participants' access to information, self-development opportunities, and professional networks that support their career success.

Through the development of programs that are more structured, sustainable, and responsive to participant needs, Community Service activities are expected to make a more significant contribution to preparing human resources who are adaptable, possess integrity and a growth mindset, and are capable of navigating the various challenges and opportunities of an ever-evolving professional landscape.

Author Contributions

Each author actively contributed to the implementation of the community service activity and the preparation of this article. The lead author was responsible for program design, material development, serving as a resource person during the activity, analyzing the results, and drafting the manuscript. The other authors contributed to activity coordination, administrative management, data collection and processing, activity documentation, evaluation of outcomes, as well as the review and refinement of the manuscript.

All authors participated in discussions, the development of the article's content, manuscript revisions, and the approval of the final published version. Thus, all authors made significant contributions to both the execution of the activity and the preparation of this scholarly work, and they bear responsibility for the article's overall content and quality.

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instrumental in the successful execution of this community service program. It is hoped that the outcomes of this activity will yield lasting benefits by enhancing career readiness and professionalism, as well as fostering human resource capacity characterized by adaptability, integrity, and a commitment to self-development amidst the ever-evolving dynamics of the professional world.

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