

Cutting a new Career Path.

Three steps to help you to change direction.

“Twenty years from now you will be more disappointed by the things you didn’t do than by the ones you did. So throw off the bowlines. Sail away from the safe harbour. Catch the trade winds in your sails.

Explore. Dream. Discover.”
Mark Twain

Have you been disgruntled with your current job/career for sometime but haven’t found the time or the motivation to work out what you would like to do? Do you find that you come up with lots of ideas but somehow never get to put them into action?

Here are three steps that you can take to help you on your way.

Explore: Step One

What would keep you satisfied and motivated in your career?

“Arguably those who are most satisfied and motivated by their work are in careers which reflect **who they really are**; careers which reflect their true nature and their real passions; careers which draw on their innate strengths and employ their favourite skills; careers which allow them to honour their deeply-held values.”

Marianne Craig: Firework Coaching

As a coach I encourage people to take time to consider what would keep them satisfied and happy in their work. I have found that people who spend this time become clearer and more focussed about what they want and what they can offer. This in turn seems to lead to more confidence and respect about their strengths and skills.

One central aspect of this is to look at your motivations and values. Edgar Schein’s has developed a series of career anchors as a way of exploring different motivations at work. I have an exercise for you to download and try at www.changebychoice.co.uk. (Or you can contact me for a copy).

What do I want to offer?

Clarity about your achievements and successes to date can lead you on to having a clear and realistic idea about your skills and strengths. What would you say your skills and strengths are?

One way to think about describing your skills... Use a verb followed by an object followed by an adverb or adjective.
E.g. I am good at analysing data painstakingly.

Being able to verbalise our skills in this way will make it easier to convince others that we have those same skills.

Remember we will all have experiences, hobbies and achievements to offer. If you get stuck thinking about these ask some friends or colleagues to help you out.

The aim by the end of the **EXPLORE** stage, is to be very clear about what you must have in your career to be satisfied and motivated.

Dream

What is on offer? (Or what could I create myself?)

Clarifying what will keep you satisfied and motivated in your career means that you can assess any possible jobs or occupations more clearly. So in this phase you can generate a number of different possibilities and assess them according to the criteria that you set out in the explore phase. This phase of cutting a career path is helped by having a long standing ideas bank.

An ideas bank is a space where you can capture any career possibilities which come up. This can include ideas that you had as a child or more recent ideas. Whatever the ideas do not judge them, just put them in your ideas bank. These ideas can be evaluated in the dream stage as you now have listed the things that you must have in your career to keep you satisfied and motivated.

If you want some inspiration for your ideas bank try looking at jobs that you would like to be doing in a few years time. Then work out what you would need to have in place to get

an interview for those jobs. This will help you to explore and dream up what you would like and also gives you some ideas for the last phase.

Remember that a full time permanent job is but one option. Starting a business or having a portfolio of jobs are also options.

This is the part where you define in detail your top two or three options so that you can set about researching how to make them happen in the next stage.

Discover

How to get to where you want to be!

Now you know your top options. The next stage is to work out how to get there.

Here are some top tips to help you to get to where you want to be.

1. If it's a job that you want remember this. Commercial and Not-for-Profit organisations need people with similar skills and expertise, so representing your transferable skills is important.
2. People get interviews because the prospective employer perceives that they fulfil the person specification. Check that you have the skills, experience and qualifications to fulfil relevant job specifications.
3. A prospective employer will want to know that you have the skills, abilities and attitudes that will enable you to do the job and be easy to work with. They will also want to know what distinguishes you from everybody else.
4. Networking. You may think that it is a dirty word, but who knows about you and your interests?
5. If you don't have the experience or skills consider volunteering or temping so that you can collect the skills and experience that you need.
6. Take the time to sort out your CV and your presentation. The following resources are useful:-
 - The perfect CV Max Eggert
 - What colour is your parachute R. N Bolles

- Kevin Cusak does a CV check (www.kcoach.net)
- Look up the information on www.charitypeople.co.uk they have some very useful information on application forms, CV's and interviews.

7. If you want to start your own business then there is a great deal of support available both locally and nationally. Try www.businesslink.org. This is the official government site which could lead you onto more detailed help locally. If you are interested in social enterprise try www.unltd.org.uk.

The *E myth Revisited* by Michael Gerber is also a very useful book.

Just a note: In my experience people often discount the resources and abilities that they do have. What people also invariably seem to do is to highlight the barriers preventing them from making the changes that they want to make. So having a folder of perceived resources and barriers can be helpful in this phase so that you can work out what to do to reduce the barriers and make more use of your resources.

The Benefits of this approach.

This is not a quick fix way of changing direction. However, I feel that taking this approach can potentially reap the following rewards:

- Your levels of self confidence and self respect can potentially grow.
- You are more likely to respect and more fully utilise your innate attributes and strengths.
- Often people uncover things that have been acting as blocks in their life. Once discovered these blocks can be more successfully managed.
- This process can facilitate your ability focus, research and then act. Thus making you the expert on yourself and your chosen direction. This can then help you to do the things that you need to do in order to make the changes that you want to make.
- Once you have been through this process you are far more likely to be motivated to decide what you need to do and act on it.

Contact Ann for a free consultation about your situation and what you might need.