

STRIDE FORTH

9 Strides to a Prosperous Career



Did you know that we are most likely to work around 90,000 (average) hours of our lives? How many of those hours are we spending in a role that feeds our career progression? Are we simply delivering results for someone else?

So many of us across the globe seem unmotivated and dis-engaged at work, even miserable in our jobs. There are so many reasons why we feel like this and office politics wears us down even further. A key reason we feel the way we do is because we are firefighting life's everyday churns and we forget what our ultimate career goals are. Don't get me wrong, handling these daily concerns are paramount to us hitting goals, meeting deadlines and delivering our value to our employers. However, we do not SUSTAINABLY progress forward when both eyes are glued on the present. Even just flicking one eye into the future every now and then can boost your chances of long-term success and prosperity. What are 12 months in the space of a 40-50 year career?

We often soul search when we are in an unfulfilling job. We can brainstorm by ourselves or with a trusted friend to find answers and solutions. Those of us who want clarity, results and returns even quicker, who want to transform sustainably and have long term prosperity, partner with a professional. We seek a doctor for our medical concerns, a PT trainer when we want to get fit, so why not find a career coach for your professional prosperity? I firmly believe in Passing It Forward and so today I share one of my own proprietary methods that has transformed careers within months and changed the lives of numerous clients. The approach is thorough yet concise, easy to implement and sustainable, which is why it has proven to be so powerful. To alter your career compass, all you need to do is read the below and then simply start by setting a few moments aside for a little dedicated reflection.

 **Step 1: Reflect** – You can't go forward until you know exactly what you are moving from. Is it simply a niggle that it's time to move on? A change in work culture? Projects no longer exciting? Is it deeper and you dread going into work? We all get "Sundaynititis" from time to time. That group of feelings we get when we look to the week ahead and we feel anxious, worried, fearful, apprehensive, even dread for the upcoming days. It can be crippling, and it doesn't just affect us, it affects those around us. When Sundaynititis kicks in every week over the space of a few months then sort things out so you either move up, move across, move diagonally or move on. I want to share a way you can use right now that will help you to start moving forward. REFLECT. Work out exactly what you no longer enjoy. Sundaynititis derives from either an external factor such as a new boss, a company merger, a new office location to name a few. Whatever it is, something in our external environment has made you fall out of love with what you used to love doing. The second reason is more intrinsic and internal. It's the feeling that we have, quite simply,

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outgrown our role. Be honest with yourself when you reflect and remember that it could easily be a combination of both root causes that is impacting you. ***So, are you collecting a pay cheque or getting paid for the value you bring?***



Step 2: Reframe your mind - When we reframe our thoughts 5 things happen. a) we change our perception, b) we gain validation that we have not wasted our career in this role or company, c) we release feelings of gratitude, d) we develop an emotional buffer so we can continue to deliver while searching for something else and e) we identify an authentic and valid answer for when we are asked “why do you want to leave?”.

All this can happen in the time it takes you to read this sentence – ***“How has this role and company helped me to prepare for my next role?”***. That 14-word question can change your mindset in a single heartbeat. This question is so powerful and so many clients around the world have broken their mental chains by taking a piece of paper and writing the question at the top. We divide the paper into 5 sections and dedicate each section to one of the above responses that occur. After that, we go into freeflow and write down whatever comes to mind in which ever section reflects the thoughts best. Within 10-15 minutes, you should have something in every section and a smile on your face. You are so ready now to go forward.

What you reflect on and in **what order** is the key to changing your future today.



Step 3: What matters to you? – Values! Values! Values! are your moral compass. When we are in an environment that aligns with our values, we feel greater self-worth and we enjoy what we do. Our values can subtly change without us realising until we are faced with a crisis. We may have wanted to earn loads of money and accepted long hours and high stress to achieve this in our 20s. After 10-15 years of good earnings but high stress and potential burn-out we may place greater value on working somewhere that offers more balance, teamwork and flexibility.

As you ponder, yet again, on the futility of the upcoming workload of the week ahead, ask yourself, what really matters? Reacquaint yourself with your top 10 work values - Respect, Honesty, Trust, Teamwork, Accountability, Creativity, Professionalism, Initiative, Order...the list goes on. Are they being respected by others and by yourself? Don't be surprised when you discover that something that really mattered before no longer serves you and something you were indifferent about is now essential to your happiness. For example, since becoming a parent, Flexibility has become a key value for me.



Step 4: What do you bring to a role?

Skills!.....Technical skills, business acumen, operational capabilities. What are you good at? Skills are the cornerstone for your career so its key to work out what you bring to a role. Are you great with numbers, writing code, defending in court, selling services, organising logistics, delivering projects, streamlining structures, boosting cyber security, managing teams? List eight skills you bring that enables work to progress and impact to be made.



Step 5: What is your Inner Genius?

Strengths! Your very own combination of interpersonal abilities that enable you to deliver impactful results or ability to influence. ***What is it about you that delivers results and impact?*** If you are unsure then do a Strengths assessment. There are plenty on the internet. Otherwise, seek out a Career Coach who will be able to help you find the answers you seek in just a session or two.

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Step 6: How can you boost your viability? Do you leverage your worth?

People often assume there is nothing they can add to their unique repertoire until they have changed job.

Why wait to make yourself even greater? EXPAND. YOUR. KNOWLEDGE. – Where are the heavyweights and leading lights of your industry speaking and sharing insight? What are the latest advancements, ideas and concerns of your industry? Is there a course you could do that would further boost what you have to offer an employer? Your new knowledge will give you an edge over other applicants and could also be the key that unlocks a new role for you. Sometimes it only takes one conversation with someone you meet at an event and an opportunity is presented, fortunes change, and a career is reignited. There is a reason people get head-hunted. It's because external people know who you are and what you do.

Now that you are more aware about yourself and what makes you tick, start to carve a meaningful career!

Those who we admire, and think are in the best job ever are there because they identified what excites them and realigned their careers to meet this.



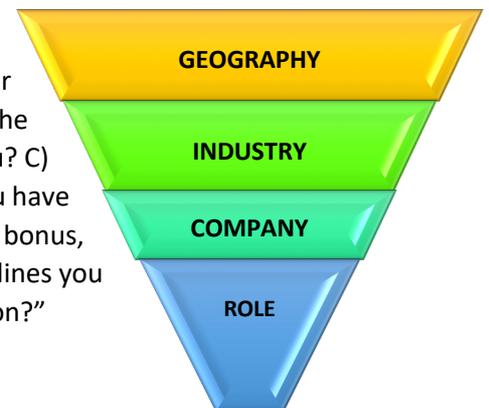
Step 7: So, what excites you?

Skills and Strengths provide the backbone to a career but how do we make it **your career**? It's time to remember your interests. When you work in a company whose product or service is something that naturally excites you, you will thrive! You will be more productive, produce better quality work, be more collaborative and be more innovative. There is an upward spiral effect and you enjoy career boosts. Every interest has an industry that caters for it. For example, for those who like F1 motorsports – you can work directly for F1 or work at an affiliate who supplies a key component such as tyres.



Step 8: HOW do we find the right roles?

Start with yourself. Who do you want to work for? A) Identify your geographical focus and determine how far you would commute for the right role. B) Which industries exist in your geographical scopes. What excites you? C) What companies work in these industries, D) What roles they are advertising? You have now matched your interests with actual vacancies, so go ahead and APPLY! As a bonus, do your litmus test - "what opportunity will this new role give me?" Your answer lines you up to one of the first interview questions – "why are you interested in this position?"



Step 9: WHO can help you

The list is endless.....recruiters, job boards, ex-colleagues, LinkedIn contact, university friend, family contact. Who do you know and who knows you?

If you haven't already, I suggest you go back and note down how you plan to approach each step. Start. Making. Changes. Time may never feel right but when you decide it's time to change choose who you want to speak to, so you give yourself the best chance. Often saying it out loud can make a possibility a probability and your future self is waiting for you to take inspired action today.