

## Career Fit – focus on you

The career and life transitions that you have mean that your journey ahead isn't linear. In fact, it is much more akin to a maze - with many twists and turns and of course a few dead ends along the way.

Taking some time to think about your career is super healthy to do.

Below there are 4 headings below that connect to different stages of your career and will help you to pinpoint where your career focus should be. You'll find that you will go backwards and forwards before you get to where you want to be.

The questions that you'll see next are designed to stimulate your thinking and to help you to identify what you need to focus on so that you can fuel your ideas and take control of your career.

### 1. Understanding you

This is easier said than done. Career coaching can really help you to know yourself and think about these three questions: -

1. What are your priorities in your career?
2. How are they being met in your current role?
3. How ready are you to make the changes you need to be more fulfilled, happy, and successful in work and life?

### 15 questions to stimulate

- What are the things I enjoy/dislike about my current role?
- What would I change about my current career?
- What aspects of my life (inside and outside work) provide the most satisfaction?
- When have I felt confident in my job? What was I doing and how can I do more of this?
- What are my top achievements in the last five years?
- What aspects of my life do I need to hold on to?
- What motivates me?
- Are there any patterns in my previous choices?
- Who have I enjoyed working with and why?
- How do people I trust see me?
- What are the things I do well?
- What else do I need in my life?
- How would I describe my preferred working style?
- Who will listen to me and my ideas?

- If I were interviewing for this job to see if it was suitable for me, what questions would I ask?

## 2. Curious explorer of ideas

We know what we know, and we don't know what we don't know – I realise that is a bit of a mouthful, but you get what I mean. Our lives to date have been influenced by the wonderful people around us. The role models, mentors, friends, and family all play a part in providing us with advice and support with our careers. I'm an action-based career coach which means that I am impartial, non-judgemental and can provide you with the space to explore your career ideas. I also know a lot about careers and can help you to identify ideas that you haven't considered or even knew about before.

### 15 Questions to stimulate

- What have people from similar backgrounds to me gone on to do?
- What are the main trends taking place in my sector right now?
- How can professional bodies help me?
- Am I rejecting options before I have investigated them?
- What do I see around me that I would like to be involved in and who is involved in it now?
- How much do I really know about this industry, who can I speak with to learn more?
- How can I test the reality of my idea?
- How much will it cost me (in time, in money, in emotional energy, in effort)?
- Where did my view of this job come from and is it fair?
- Did I just reject an idea without accurately reflecting on it?
- How can I begin to explore options?
- Can I satisfy all my requirements through my job?
- How could I take a skill that I love to do and explore this further?
- Where are the growth areas in my field of interest?
- Who do I know that I can speak with to learn about this career in more detail?

## 3. Deciding the way forward

This can be tricky as you need to have a chance to not bias your career decision making. You can do lots of things to help yourself here.

- Compare the costs and benefits of the various options (physical, emotional, and financial)
- Establish a system to prioritise these (what are your must have's?)
- Eliminate less satisfying or less realistic plans

## 15 Questions to stimulate

- What are the factors working for/against me?
- Have I tested the feasibility of this goal?
- What distinguishes the good decisions I have made?
- What distinguishes the goals I have achieved from the ones I haven't?
- What is the balance between potential and risk?
- What are the constraints?
- Do all the factors have the same level of importance?
- How long is it going to take?
- Which course of action feels right?
- Have I got enough information?
- How will I know when I have achieved this goal? Are my goals realistic?
- What is the next action that I need to take to help with this decision?
- What is my narrative, my story in relation to this career?
- If I was talking to my best friend about this career decision- how would I describe it to them?
- Am I playing it too safe? – Have I pushed myself out of my comfort zone? Do I even need to push myself out of my comfort zone?

## 4. Making it happen

### 15 Questions to stimulate

- What are my unique selling points?
- Is there anyone I can try out my arguments on beforehand?
- What evidence have I got to back up my achievements?
- If I were interviewing me, would I employ myself?
- What are my areas for development?
- How will I manage this career transition?
- What could trip me up from achieving my next step?
- Who will support me when it gets difficult?
- What are the first ambitious steps that I need to take?
- What do I need to do to get my LinkedIn / CV in order?
- What will help me to increase my confidence to take the actions that I need?
- What strategies and tactics do you need to think about to give yourself the best chance of success?
- Have you been able to identify any obstacles that may get in your way of achieving your goals?
- Now that you have identified some obstacles, take one of them that is getting in your way and turn it on its head. Use the technique called assumption reversal<sup>1</sup> - choose one of the

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<sup>1</sup> Assumption reversal originally developed by Michael Michalko

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obstacles that you wrote down and reverse it. For example, Uber is a great illustration of this – historically all taxi companies owned their vehicles, the reversal is no cars are owned by taxi firms and Uber conceptually is created.

- Fill any gaps between your abilities and the requirements that you need to make this career step happen.

Career coaching is an area that I am passionate about, and I hope that you can see the benefits of accessing someone like me to support you, question and challenge your ideas (in a positive way) so that you can be as fulfilled, happy and content as you want to be.

Email me to ask more about the courses and career coaching that is available. You can book in for a free career conversation so that I can learn more about you and your current career thoughts and blocks.

Email me [wonderif.hello@gmail.com](mailto:wonderif.hello@gmail.com) or follow me on Instagram @wonderif-susie

