



LEADERSHIP TRACTION®

Executive Coaching | Mentoring | Leadership Development | Career Acceleration

“What I Want to Be When I Grow Up”

“Being happy in work makes me better at everything else I do.”

Step One: Figure out the Money

- Write down the practical things you need to investigate before I quit your job: What are your monthly expenses, other sources of income, insurance costs, safety net, etc.?

Step Two: Decide What's Most Important

- Take a day off to dream about your future. Find a special place to think: museum, library, café, *not* a bar!, etc. Take notes.
 - Write out all your needs, no matter how trivial, and rank the top five. And then stop – don't try to figure out what to make of it all. Categorize: work, self, family, etc.
- Next Coaching Call: Read your notes from 1 and 2 out loud to the coach, every last word. What conclusions are evident?
- (Don't worry, your new job will most likely draw on many skills you already have.)

Step Three: Imagine Many Possible Work Lives

- Next assignment: Designing my new life – Write down organizations you like. List people whose work lives you admire.
- Next Coaching Call: Review your latest notes; identify themes.

Step Four: Talk to Absolutely Everyone...AND their Friends

- Survey the landscape of careers that involve your themes. Spend the next few weeks coming up with lists of careers.
- Make a list of contacts for each: People you know, or friends of friends. Call them to set up informational interviews. Try to talk with them in person, at their place of employment so you can get a feel, so you can imagine yourself there, or someplace similar.

Step Five: Take a Breath

- List out the pros and cons of each potential career; request follow-up discussions to clarify, as needed. Set things aside for a week and go enjoy yourself, knowing you've done some good work. Return to your conclusions, reassess, and decide.