CAREER INTENSIVE

STARTER KIT
STEP 2



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Welcome back

This second part of the 'Career Intensive Starter Kit' offers you the steps to get clarity about your vision and career direction.
With the Personal Compass you can turn your values + your preferences into a compass to suggest your direction AND make choices - in this current phase or for all your career.
With the 5 Pillars and Career X-Ray you can get more ideas about the best options for you. The 3 visions it's a fun and light way to clarify your desires.
If you have limited time, prioritize doing the 5 Pillars and the Personal Compass.

Approach this as a brainstorming, as a way to list ideas.
Don't let fears or worrying about "how will you do it" stop you.

If you notice any fears, doubts or uncertainties...write them down so we can shift things for you in a deeper way.

Happy exploration!

Eleonora

STARTER KIT STEP 2

Key Tools

Personal Compass

Career X-Ray

5 Pillars of Conscious Careers

Vision Tools



“Between stimulus and response there’s a choice. There lies your freedom.”

- Victor Frankl

PERSONAL COMPASS 1/3

How to connect together all the insights you had so far in the Clarity Section and get a direction for your career and to realign your life?

You can use the Personal Compass for that!

The inspiration of the Personal Compass comes from the concept of GOLDEN CIRCLES that can be applied to improve every aspect of personal life but also a business or an organization.



WHAT: Option 1 Option 2 Option 3 ....

PERSONAL COMPASS 2/3

The Golden Circles model works great for people and organizations that already have clarity about their path and unique offering.
However, when you are in a moment of change, or redefinition...how to define your WHAT?
It's useful to think of the 3rd circle as a list of OPTIONS of WHAT.
What are the options (of job, career, life-work mix) that would allow you to realize your WHY and HOW?

How to use the **Personal Compass**?
Start with WHY to define what's most important for you, then clarify the HOW. Finally let yourself go free and wild with ideas and inspiration to list all the possible WHAT that come to mind.

WHY - The Core

- Key essence of who you are, what matters to you, what guides you
- Example: Guide people to connect with their highest potential

PERSONAL COMPASS 3/3

HOW - Unique elements

- Non negotiable elements of what you like and how (core values, key preferences). Could be 1-2 sentences or 4-5 bullet points.
- Example: Realize my Why while living in freedom and adventure / Reduced hours so I can spend more time with my family / Being part of a community

WHAT - The Options

- What could you do to live the core + how?
- List all options that would make you feel aligned

CAREER X-RAY
PART I

What did you accomplish and learn in each of the jobs you've had so far?
Write down these elements per each job/position you did.

JOB 1
Duration

Key responsibilities?

Hard skills / technical abilities?

Soft skills / personal abilities?

What did you like most (things to keep)?

What didn't you like (things to change)?

Results & Contribution

CAREER X-RAY
PART I

JOB 2

Duration

Key responsibilities?

Hard skills / technical abilities?

Soft skills / personal abilities?

What did you like most (things to keep)?

What didn't you like (things to change)?

Results & Contribution

ADD MORE JOBS IF YOU NEED

CAREER X-RAY PART II

After the review job by job, use the prompts below to collect your insights.

What are the results you are most proud of?

What have been the roles/period when you were more in flow/optimal state?

What are the difficult problems you've solved?

What helped you to overcome challenges?

What rewards or awards did you receive for your work?

When did you learn something new? How was it? What did you do to succeed?

How did you contribute to the growth of your team/department/company?

In conclusion of this section, what are your insights about your career so far and future aspirations?

5 PILLARS OF A CAREER PIVOT 1/3

The 5 Pillars exercise is helpful to turn your options (from the Personal COmpass of from other sources of inspiration you've had) to a list of priority jobs to focus on.

Start by dividing the page in 5 sections (rows or columns, like in the next page) and list down your ideas/preferences for each.

INDUSTRY	Industries or types of product you would like to work with,
WORK TYPE	Full-time or part-time, onsite or remote, what other conditions?
ENVIRONMENT	Values, vibe, type of people around, etc
TALENTS/ SKILLS	Skills, talents and strengths you want to express/apply.
TASKS / RESPONSIBILITIES	Tasks or responsibilities you would like to have.

5 PILLARS OF A CAREER PIVOT 2/3

You can see here an excerpt from the exercise I did many years ago, when I was working in corporate but I was looking for a change.
I didn't know what what I wanted exactly, let alone what jobs was ideal for me. I did a couple of random applications that led to nowhere.
Then I did this exercise and everything shifted.

INDUSTRY	WORK TYPE	ENVIRONMENT	TALENTS	TASKS
Education Learning & Growth Technology Sustainability Travel Food	Flexible location Travel more ok travel + work	Innovative Tech Inspirational Growth Learning International Diverse Challenge	Talent Dev Talent Acq HR Coaching Manage/Lead Inspire innovation Learn fast Food Scale	Recruitment Talent Dev Training HR ops Coaching Communicate Coordinate Scale

I listed down possible companies + jobs. And I also listed people I new in those fields or companies, in order to avoid the "cold application" way.
Not only I was more targeted and focused, but it's like things around started attracting ideas, conversations, opportunities.
In 6 weeks from this I was offered a job, and that's why I moved to Malaysia and started working for Mindvalley!

5 PILLARS OF A CAREER PIVOT 3/3

How to come up with your actual options and narrow down to your priority list?

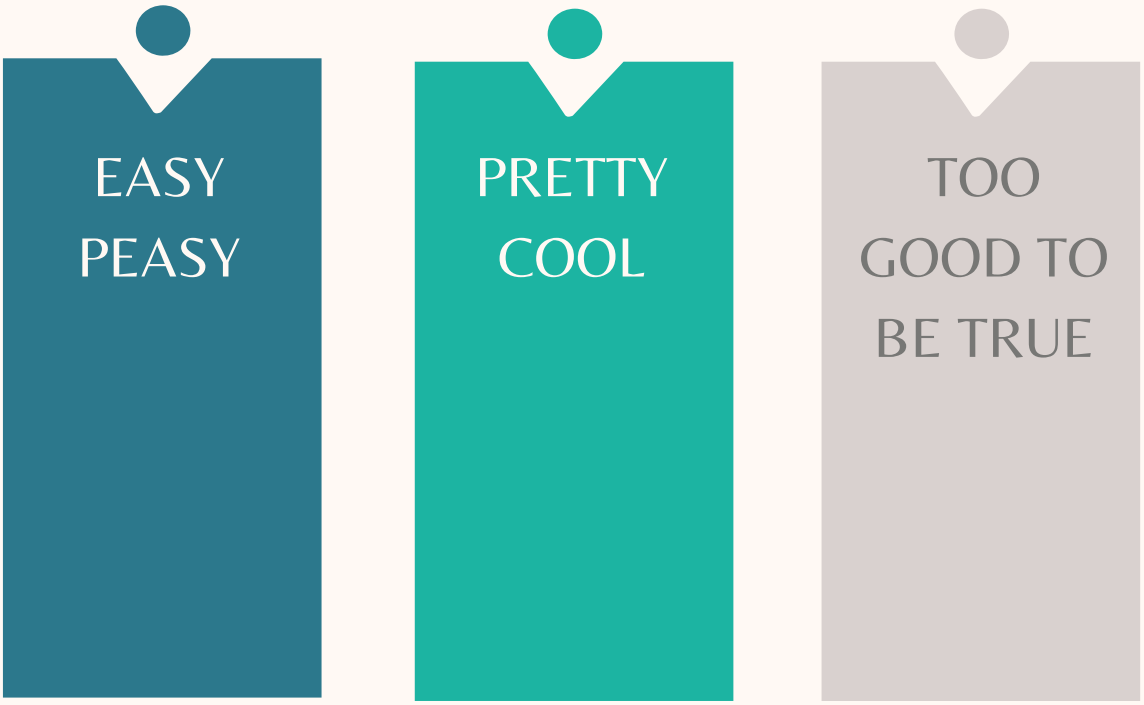
- Circle on each column the elements that are most important.
- Notice if there are some themes.
- List down ideas that come from this exercise.
  - What companies do you know that fit these elements?
  - What job titles motivate you the most?
- List down possible companies+jobs in order of preference.
- Any other ideas or insights?

Let's start thinking of job hunt strategies.

- Do you know anyone who works for those companies or with that job titles?
- Look at your LinkedIn if you're not sure.
- Who could you contact this week for support and/or referrals?
- What could you do to increase your chances to get those type of opportunities?
- What is 1 action you want to commit to by tomorrow?

3 VISIONS 1/2

If you haven't done the Vision exercise it's time to do it now.
The 3 visions exercise is meant to clarify your aspirations and also stretch the range of what you dream of and believe in, because you're explicitly asked to! Play full out, even if it feels difficult!



TIP: as you expand, think in terms of higher freedom, abundance, impact or how you would give more space to your core values.

Write the first version of your career VISION - version **Easy Peasy**, something you know you can easily achieve.

3 VISIONS 2/2

Write your second version of the career VISION - version **Pretty Cool**. What would it look like if you aimed higher, make it a little more creative and satisfying? [
THINK OF THE TYPE OF WORK BUT ALSO WORKING HOURS, CONDITIONS, GROWTH, PEOPLE AROUND YOU ETC.

Now it's time to expand, think big, give space to the wild dreams, Write your career VISION - **Too Good to Be True** version.
IF YOU REALLY COULD WAVE A MAGIC WAND OR GET HIGHER HELP, WHAT DO YOU DREAM IT WOULD BE LIKE?

Self-reflection:

- What are your insights from the exercise?
- What surprised you?
- What did you discover?

BRING YOUR VISION TO LIFE



Vision Journaling
(Write min 1.5 pages)



Vision Board
(draw, cut magazine pics, print)



Mind Mapping
(connect key concepts)

You've done the thinking, you've let inspiration run free and wild. now it's time to choose.
What is the career that you want to create that will fit with [and support] your life dreams?

Put together your consolidated vision, it will probably have some elements of the Pretty Cool or Too Good to Be True. Since we search for evidence of what we believe and we want, we might as well try, right?

Choose one of the methods suggested [they are the most recommended and effective] but feel free to create your style if you are inspired to! If you can, use your hands to actually write, draw etc

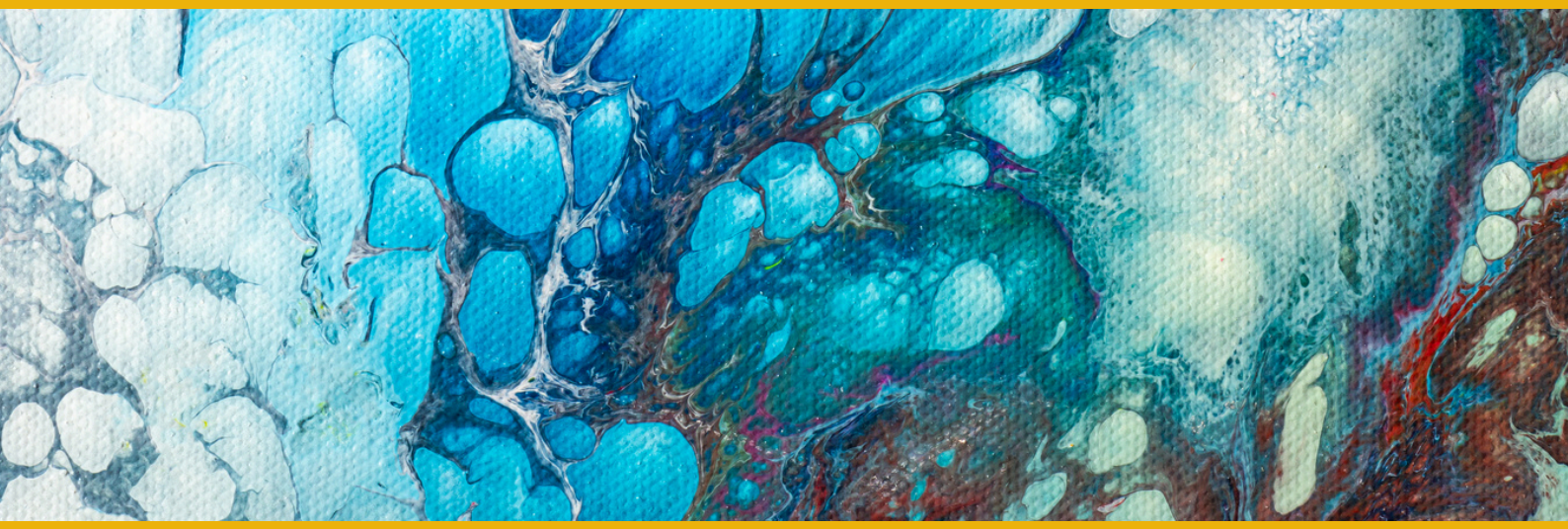
TEMPLATES

Vision Journaling Tool from Alyssa Nobriga
Vision Board v1 | v2 | v3
Mind Mapping v1 | v2 | v3

“No problem can be solved from the same level of consciousness that created it”

Albert Einstein





Thank you!

What insights sparked from this toolbox?
I'd love to hear your experience.
After this Kit, the next steps would be to clarify your roadmap for the next 3 months, and doing some confidence work if you feel it's needed.

If you haven't planned a session with me to discuss the next steps, do reach out!

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