Career Reinvention

An expedition not a day trip
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• If you have questions and/or would like to follow-up with a Career Services Advisor please fill out a brief form for a virtual consultation.
Course Objectives

• Understand the process of career change
• Explore the tools with other career changers
• Apply the steps to change careers successfully
Three main challenges

• You may be your biggest obstacle
• You can’t figure it out by figuring it out
• Refine yourself as a Reinventor
Step 1 Start with Vision
If you are working on something that you really care about, you don’t have to be pushed.

The vision pulls You.

- Steve Jobs
Reality checks

• Get rid of the myths
  • Without a degree I don’t stand a chance
  • I’m too old
  • My life will be better if I change careers
  • You have to “know somebody to get in”
  • All my problems will be solved when I switch careers

• Get rid of fantasies
  • Some fantasies may be useful
  • Fantasies without solid foundation are built on quicksand
Uncover your Myths

• What problems do I think will be solved by my reinvention?
• What things will I finally get that I’ve been waiting for?
• What are the barriers I think will stop me from getting there?
• What are the cool things I’m looking forward to in my new career?
• What won’t I have to deal with once I make the switch?
Step 1 – Getting takes Giving

• Be flexible
• Be honest with yourself
• Be willing to live outside your comfort zone
• Be ok with your dream
Step 1 Review

• Takeaway – careers and jobs are delivery devices for the kind of life you hope to lead.
• Watch out for – forgetting to give yourself permission slip to pursue a different and bigger life.
• Pursuing action – make a list of 3 or 4 ideas that could deliver your desired lifestyle
• Ponder – What are the things I love most about my life right now?
Step 2
Your Body is Your Best Guide
Instinct vs. Intellect

- Your instinct is wise – don’t let intellect steer you in a faulty direction.
- Malcolm Gladwell – “Blink” – respect the fact that it is possible to know without knowing why we know and accept that sometimes we are better off that way.
- When it comes to deciding what you really want to do or be, your body is the ultimate guide.
Listening to your body

• A feeling of relaxation
• Having more energy
• Smiling
• Feeling of openness
• Sense of peace
Step 2 Review

• Takeaway – your body is a more reliable indicator that your intellect of what you truly want or don’t want.

• Watch out for – your intellect shooting down your body’s message.

• Pursuing action – pick an area of your life and practice tuning into your body’s signals when making decisions

• Ponder – what is my body telling me that I am afraid to hear?
Step 3
Progress begins when you stop making excuses
Excuses block your reinvention

• It’s not my job
• It’s out of my hands
• I don’t know enough
• I can’t carve out time
• I don’t have any mentors to guide me
• I don’t have enough money
• I am too old
Excuses = Fear

• Functional fears – those that exist today and keep us from negative outcomes.
• False fears – those in which we project a possible negative impact in the future
• Find a shoulder to learn on
• Distract yourself
• Identify the real culprit
• Talk back to your fear
Letting Go of Excuses

• Give up complaining – this is another way of avoiding responsibility
• Make a commitment – take action even when you don’t want to
• Match your actions to your words – examine your actions in light of what you want
• Step up your game
Step 3 Review

• Takeaway – making excuses is motivated by fear which allow you to avoid or delay the pain of change

• Watch out for – believing your excuses so deeply that they are a stumbling block to your progress

• Pursuing action – pursue three options to get around your biggest excuse

• Ponder – what would life look like if you gave up all your excuses?
Step 4
What you seek is on the road less traveled
New roads lead to more opportunity

- Ambiguity – seeing things as they might be, not as they are
- Finding your own road – choosing something new
Brainstorm career ideas

- When am I in the flow?
- What feels easy?
- What seem obvious?
- What are my inexhaustible interests?
- What do I gravitate toward in my current career?
- What should exist in the world but doesn’t?
Select a reinvention target

Consult your explore list

• From my visioning and research which one seems the most interesting path?
• What have I always wanted to do but never felt I could?
• If I didn’t have to earn money, what would I do?
• When I was ten years old, what did I want to be when I grew up?
Step 4 Review

• Takeaway – exploring the road less traveled forces you to become more creative about your career options

• Watch out for – the uninvited committee members of your mind who insist that you stay inside the box.

• Pursing action – begin exploring two less obvious career options.

• Ponder – what other times have you pursued the road less traveled and succeeded?
Step 5
You’ve got the tools in your toolbox
You are not starting from scratch

• Begin by frame shifting
• Let go of your old identity
  • Business cards
  • Go to social events in your new industry
  • Ask friends to drop the old identity
  • Redefine your self – tell people you are pursuing a new field

• Skills vs jobs
  • Skills are what you use to perform those job functions

• Know your skills – what is transferable?
Step 5 Review

• Takeaway – your tools are your skills and talents, many can be used to build your new career
• Watch out for – the gap between the skills you have and the ones you’ll need
• Pursuing action – make a list of your previous job duties and successes and break them down into a list of skills it took to perform
• Ponder – what tools do I have, am I willing to polish the old tools and get the new ones I need?
Step 6
Your reinvention board is your lifeline
Strategy and help from others

• Strategy
  • It is flexible and open to change
  • Requires research, operations and funding

• People
  • Enlist people who can help you analyze and vet your plans
  • Look for master connectors, clued in colleagues, warm & fuzzy, the drill sergeant and the native
Step 6 Review

• Takeaway – your strategy plans benefit from the help of a Reinvention Board.

• Watch out for – becoming the Lone Ranger by being unwilling or too proud to ask for help.

• Pursuing action – start the board selection process by reaching out to potential candidates.

• Ponder – what opportunities can I create to pay it forward and give without expectation of receiving anything back.
Step 7
Only a Native can give you the inside scoop
You need advice from experienced people

- Locating a native
  - Go to your network.
  - Use LinkedIn or Facebook to expand the network.

- Handling a native
  - Show respect for those willing to help.
  - Make it easy for individuals to help you.

- A native by any other name
  - Only speak to natives doing well in your target career and who enjoy what they are doing.
Speaking to a native

• Land an in-person interview.
• Add to your knowledge.
• Get yourself passed along to other natives.
• Tips
  • Use both email and telephone
  • Pay attention to timing
  • Alternate your method of follow-up
  • Be cheerful and polite
  • Keep your options open
Step 7 Review

• Takeaway – natives can provide useful information on the pros and cons of your career target along with an invaluable insider’s feel.

• Watch out for – burnouts will drown you in negativity and saboteurs with hidden agendas can steer you wrong.

• Pursuing action – set up networking meetings with at least 3 Natives in the next few weeks.

• Ponder – what are the downsides I am willing to deal with in order to have the upsides of my new career?
Step 8
It takes the time that it takes
You have to give it time

• The illusion of control
  • When people get back to you
  • When meetings happen
  • Life events
  • World events
  • When opportunity arrives

• Changing your expectations
  • Make a control list
  • Keep plan B on the back burner
  • Let go, refocus the journey
Reinvention tactical plan

• Make the tasks manageable
• Make them consistent
• Make them fun
• Make them optional
• Keep the momentum going by recognizing that thoughts + feelings equal action

DO ONE THING THAT CHALLENGES YOU EACH WEEK
Step 8 Review

• Takeaway – reinvention has its own timeline. You can control your effort but not when the opportunity shows up.

• Watch out for – unrealistic expectations that skew your perspective and make you feel like a failure.

• Pursuing action – set up a plan to reward yourself when you complete a reinvention task.

• Ponder – what enjoyable activities can I pursue while I’m on my reinvention journey?
Step 9
The world buys into an aura of success
Confidence comes from belief in yourself

• Focus on your natural talents
• Do the emotional work to heal
• Acknowledge your past success
• Surround yourself with people who believe in you
Step 9 Review

• Takeaway – Cultivate an inner knowing in yourself and faith in the possibility of attaining your goals, others will be drawn to you.

• Watch out for – Pessimism about your chances masquerading as reality.

• Pursuing action – remind yourself of past challenges you’ve overcome and give yourself credit.

• Ponder – How determined am I to succeed?
Time to try reinvent yourself
Resources


Evaluation
Career Reinvention