What’s My Next Step?

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July 20 & 22
Session Objectives

- Increase awareness of areas in your current reality that are working and not working for you
- Connect with your internal interests and passions
- Create or refine a near-term vision
- Identify concrete micro-actions (or macro-actions) you will take
How we’ll get there

- Current State Survey
- Benefits of Career Exploration
- Five Lives Exercise
- Visioning your future with G-R-A framework
- Breakouts: support from your peers
- Finding your low-risk experiments
Current state

HOW WE'RE TAUGHT TO MEASURE SUCCESS

SALARY -- JOB TITLE

A BETTER MEASURE

JOB TITLE

MENTAL HEALTH

SALARY

FREE TIME

PHYSICAL HEALTH

LIKING WHAT YOU DO
What did you learn from your answers?
Benefits of Career Exploration
Benefits of Career Exploration

“Know yourself” and understand your skills, values, and interests at this moment in time
Benefits of Career Exploration

- Identify next steps that are a good fit, both in your current role and beyond
- Focus on career and vocational well-being
- Allows for both flexibility and structure
Five Lives Exercise
Imagine a world with no barriers
If I had 5 other lives right now, I would be....

- A painter
- An astronaut
- A plumber
- ....
G-R-A Framework

Visioning your future
Looking ahead

- 6 months
  January 2022
- 1 year
  July 2022
- 2 years
  July 2023

Pick your target!
G-R-A Framework

Achieve

Give

Receive
Prompts for visioning

• **Give:** who do I most want to be of service to? What kind of contribution do I want to make?

• **Receive:** What kind of day-to-day experiences do I want to have, inside or outside of work?

• **Achieve:** What do I want to be recognized for?
Breakouts

What linkages do you see between your vision and the 5 lives?

What skills, values and interests do you see reflected in these activities?

How is your vision different than your current state?
Finding Your Low-Risk Experiments
What do you mean, experiments?

✓ Prototypes
✓ Pilots
✓ Tests

Concrete ways to learn through experience and gather important data

They don’t need to be scary
### Examples

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<th>High Risk</th>
<th>Low Risk</th>
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<tr>
<td><strong>Advancing within current field</strong></td>
<td>Take a new position</td>
<td>Take on a project in your area of interest in addition to your core responsibilities to test your interest, build your resume</td>
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<td>Join (and be active in) a professional association for knowledge and networking</td>
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<td><strong>Lateral growth (into a different field)</strong></td>
<td>Get a graduate degree in a new area</td>
<td>Take a class</td>
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<td>Join an online community related to the field</td>
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<td>Reach out to someone in the field for an informational interview</td>
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<td><strong>Side hustle</strong></td>
<td>Quit your job to start a business from scratch</td>
<td>Start a blog you attend to 1-2 hours per week</td>
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What 2-3 experiments could you run?
Pause and Review with the 3 E’s

Enjoyment
- did I like doing it?

Expertise
- am I good at it and/or could I increase my skills? Is this a natural extension of my strengths?

Expansion
- is there opportunity in this direction?
Thank you!

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Learn From Where you Are

myHR Learn
(all LinkedIn Learning is searchable there!)


