



growing
your career

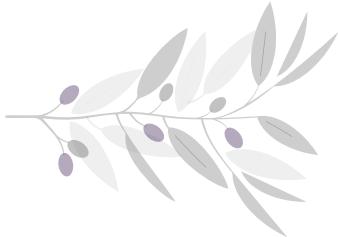
2021

What's My Next Step?

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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

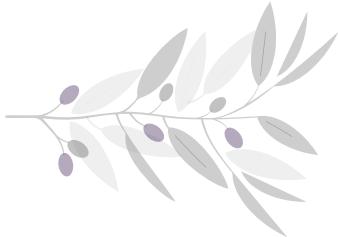
Identify concrete
micro-actions (or
macro-actions) you
will take



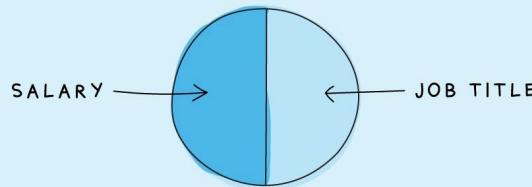
How we'll get there

- 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

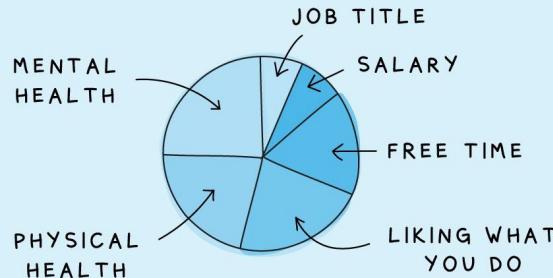
Current state



HOW WE'RE TAUGHT TO
MEASURE SUCCESS



A BETTER MEASURE



@LIZ AND MOLLIE



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What did you learn from your answers?

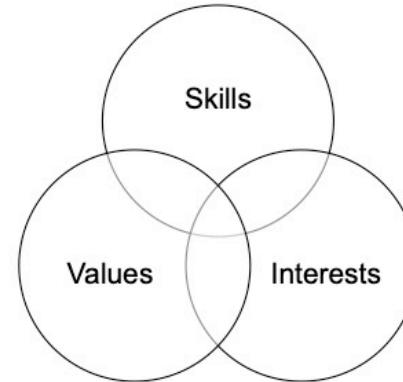


Benefits of Career Exploration

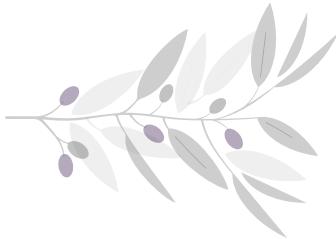
Benefits of Career Exploration



“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

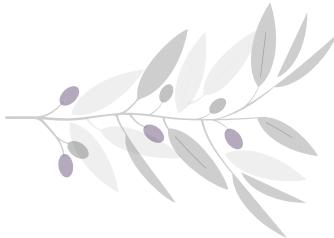
Imagine a world with no barriers





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If I had 5
other lives
right now, I
would be....



- ✓ A painter
- ✓ An astronaut
- ✓ A plumber
- ✓

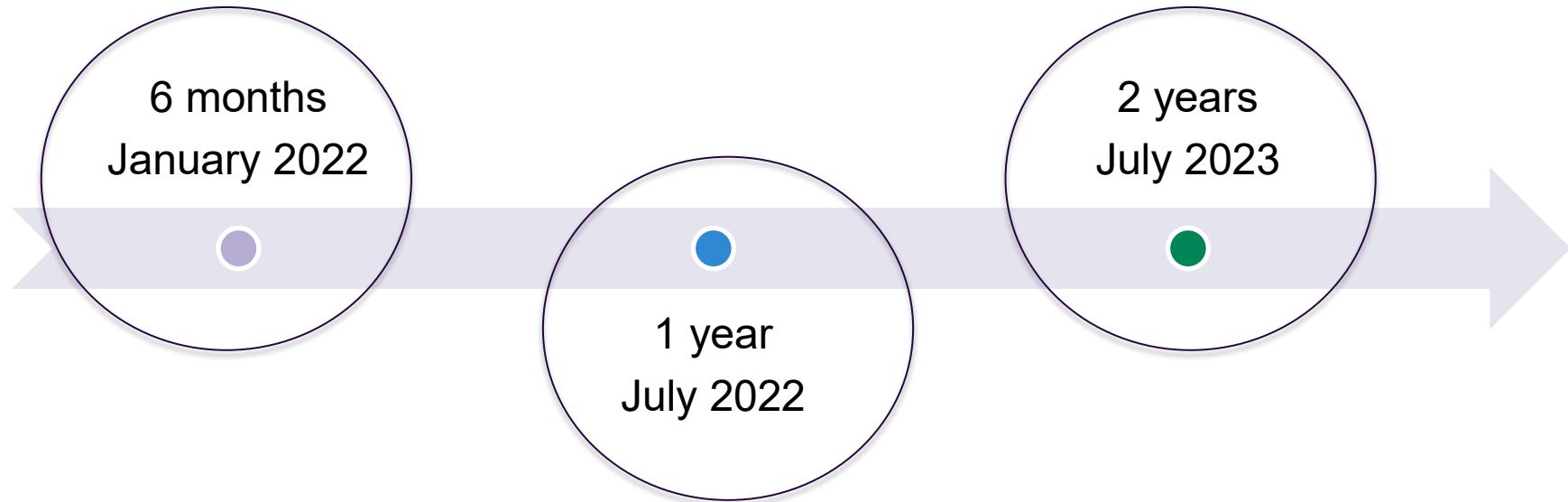


G-R-A Framework

Visioning your future

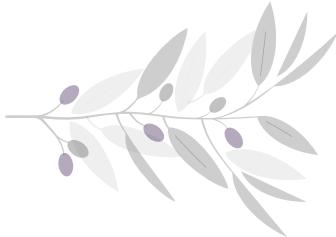


Looking ahead

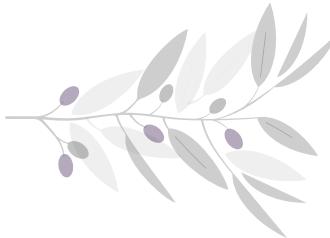


Pick your target!

G-R-A Framework



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?



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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

	High Risk	Low Risk
Advancing within current field	Take a new position	Take on a project in your area of interest in addition to your core responsibilities to test your interest, build your resume Join (and be active in) a professional association for knowledge and networking
Lateral growth (into a different field)	Get a graduate degree in a new area	Take a class Join an online community related to the field Reach out to someone in the field for an informational interview
Side hustle	Quit your job to start a business from scratch	Start a blog you attend to 1-2 hours per week



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See
*thought-
starters
for
inspiration*

What 2-3 experiments could you run?

Pause and Review with the 3 E's



Enjoyment

did I like doing it?

Expansion

is there opportunity in this direction?



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

Expertise



Thank you!



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Learn From Where you Are

myHR Learn

(all LinkedIn Learning is searchable there!)



Bibliography

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