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CAREER TRANSITION



Practical tips to changing
careers



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Introduction

Many people can relate to being unhappy in their job. You may have started a new role that didn't turn out to be all it promised.

Or, perhaps you have been with your company for a while and you feel undervalued or overlooked.

Maybe you suddenly find yourself being performance managed and shocked by this when you believed you were producing good work.

Or, you may simply be bored. Whatever the circumstances, anxiety about whether to stay or go, or if you will be able to find a new job and what you really want to do, can take over. Then you don't do anything out of fear.

Read on for a few tips and some practical ideas



Making the right decision

Being overwhelmed with different choices is anxiety-inducing when you have no idea what the best step is to take next. Fear can hold you back from making any decisions at all and then sometimes the decision is taken out of your hands through restructuring or other circumstances.

While you can't control your external environment, you can have some control over your internal response to it.

Start by answering the questions on the next page and as you go make a list. This might seem old school, but these are your career anchors and will help you to appreciate what you have to offer.



Making the right decision (cont'd)

- What are the things you have enjoyed doing in your career?
- What skills & experience do you have?
- What challenges have you faced? Take the time to write out 2 or 3 challenges - what was the situation, what did you do and how did it end?
- What strengths do you bring to your role? If you are not sure, ask trusted colleagues, what they see and admire in you and the way you approach your work.



Making the right decision (cont'd)

If you are still not sure of your strengths, Cappfinity offers free introductory strength profiles (link in resources at back)

- What motivates you? What environment suits you best?
- What haven't you liked about your current role and others throughout your career?

Read through what you have written and ask yourself what strengths and skills have helped to make you successful? This is a brief overview, if you are needing more help because you want to change careers altogether, consider using a career coach.



Removing anxiety/Improving wellbeing

Hopefully, by going through the exercises in the previous pages, your anxiety will reduce somewhat. However, it's human nature to feel anxious if we are stuck in our current position and we don't know what our future holds.

As well as reminding yourself of your strengths and successes, think about the times you have received thank yous and compliments on your work.

We tend to focus on the mistakes we make rather than the things we do well, and the reality is that we are doing more things right than wrong.



Removing anxiety/Improving wellbeing (contd)

Research shows that when we focus on using our strengths daily, we have better wellbeing and are more likely to be successful. If you are in a role where you can't use your strengths, then it is definitely the wrong role for you. In that event, remove that anxiety about not performing and look around for something more suitable.

Martin Seligman, is a pioneer in the science of Positive Psychology, and developed a theory called Learned Optimism. The theory is about developing the ability to view the world from a more positive perspective. Not in a Mary Poppins kind of way because that's not realistic.



Removing anxiety/Improving wellbeing (contd)

It's about having some tools and strategies to deal with negative human emotions such as anxiety and fear..

Seligman also developed the Learned Helplessness theory which is about avoiding challenges and not looking for strategies to solve issues.

So, what would you rather do? Face your anxiety and fear and put in the work to keep it to a manageable level? Or stay in the state of paralysis?



Not feeling good enough/Imposter Syndrome

I am fairly certain that most of us at one time or another in life have experienced not feeling good enough. I would even say that those people who appear overconfident and pushy with their opinions are also suffering from not feeling good enough (even if they are not aware of it). They compensate by being overconfident and as a result, put others offside.

So, what can we do when we are feeling not good enough? Look for the evidence and the facts. What does that mean? To give an example, when we believe our boss has snubbed us or sharply replied to a question from us, we will go away muttering to ourselves that they don't respect us and then we feel bad.



Not feeling good enough/Imposter Syndrome (cont'd)

We see things from our own perspective and think everything is about us. But what other reason could there have been for that interaction? Your boss might be worried about a personal problem, they may not be feeling well, they could have been called into their manager's office and been reprimanded or maybe they were just deep in thought and not paying attention.

There are lots of reasons why that could have happened. Look for the evidence. If that is a frequent occurrence, then maybe you need to sit down and have a respectful talk with your boss. If, however, they are toxic, then it is time to leave, don't stay and be a martyr. Life is too short!



Not feeling good enough/Imposter Syndrome (cont'd)

Again look at your strengths and your achievements. Each time you start to feel like you are not good enough, stop and ask yourself what is the evidence for that. What are the facts?

This helps you to move away from your negative emotions which just end up spiralling until you believe it 100%. Remember your mind believes whatever you tell it. Would you be talking to a friend the way you talk to yourself?



Summary

It's not easy when you find yourself having a crisis of confidence about your career.

Be heartened though there are steps you can take to support you through a difficult time. I wish you all the best with your endeavours. And remember, nothing lasts for ever, you will get through this.

If you are struggling to gain traction or reduce anxiety, consider using a career coach, that's what we are trained for!

If you want to discuss a Career Transition, call me on 0414 824 444 or email sharon@sharonstoneconsulting.com.au or visit my website www.sharonstoneconsulting.com.au

Resources

To take a free introductory Strengths Profile, go to www.strengthsprofile.com and click on the free starter profile in the top right hand corner



**Email me for a free self-awareness
assessment**

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