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communications

Creating Breakthrough Solutions

CAREER SUCCESS TRAINING - HOW TO KNOW WHEN IT'S TIME TO CHANGE CAREERS

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So happy you're here –

Today, we'll be exploring:

- 1) What holds people back from careers they love**
- 2) The 5 signs that you're ready for career change**
- 3) Envisioning what amazing success looks like for you, specifically**
- 4) 5 Essential Steps to a career you love**
- 5) The ONE BOLD step to take for your breakthrough today**

5 Top Things That Hold People Back From Building Careers They Love

- 1) Don't understand how talented and amazing they are – what they're capable of
- 2) Mindset gets in the way – they don't think they have what it takes, insecurity, fear
- 3) Afraid of risk and of losing what they've created; also afraid of success
- 4) Money and “security”
- 5) They can't “see” what's possible

5 Signs You're Ready For Career Change

- 1) You're chronically worn out, exhausted and depleted**
- 2) Your skills, responsibilities and tasks are not you**
- 3) Your salary no longer makes up for the negative impact of the job/work**
- 4) Your "right" choices have created an outcome that is very wrong**
- 5) Irrepressible feeling you're meant to do something else**

5 ESSENTIAL STEPS TO CAREER CHANGE/GROWTH

- 1. Step Back** – for an empowered perspective of who you are, what you want, and what you're capable of
- 2. Let GO** – of the thinking, patterns, behaviors keep you stuck
- 3. Say YES!** To Your compelling visions
- 4. Try It On and Explore**
- 5. Create It S.M.A.R.T.**

5 ESSENTIAL STEPS TO CAREER CHANGE/GROWTH

**1. Step Back – for an empowered perspective
of who you are, what you want, and what
you’re capable of**

Take my Career Path Self-Assessment

**[www.elliacommunications.com/free-
assessment](http://www.elliacommunications.com/free-assessment)**

**Find someone who sees the future vision of
you before it’s hatched**

5 ESSENTIAL STEPS TO CAREER CHANGE/GROWTH

Step #2

Let Go – thinking, patterns, behaviors

Think of the one negative thing that keeps repeating itself.

Look at how you are 50% of it – what are you co-creating; how are you contributing?

Don't blame –be accountable

Take ONE step to shift it.

Problem relationships – what's your part – defensive, in denial , controlling

You're the mirror.

5 ESSENTIAL STEPS TO CAREER CHANGE/GROWTH

Step #3

Say Yes! To Your Compelling Visions

After this call, close your eyes – 5 minutes – envision in concrete detail what you dream of – write it down

(visualization is powerful!!)

Make a list of all the “nos” – why you think you can’t have it

Make a list of all the “yesses” – why you believe maybe you can

Ask the inner critic to step back and let the visionary come forth – reassure the critic that you’ll deal with the concerns in a proactive, responsible way

Can you get behind that?

Step #3: Say Yes! To Your Compelling Visions

Brainstorm New Careers

- **Professional Associations**
 - **Idea parties**
 - **Career Books (Second Act Careers, Encore Careers, Breakthrough Breakthrough)**
 - **College Catalogs**
 - **U.S. Dept. of Labor Sites**
 - **START TALKING! (be careful who you share your dreams with)**
 - **Networking (LinkedIn, in person, meetups, conferences)**
- **Break out of the constrained mindset you've been used to**
- **Think freely and openly (without your inner critic holding you back)**

Step #3: Say Yes! To Your Compelling Visions

YOU NEED:

- Strong Boundaries
- Healthy Money Relationship
- Happiness Comes First (See Kathy's post *How Happiness Directly Impacts Your Success*, Forbes)
- Move away from what is draining you
- Focus on what you're grateful for and want more of
- Keep walking through the fear
- Build a supportive circle

5 ESSENTIAL STEPS TO CAREER CHANGE/GROWTH

Step # 4: Explore It –

- Don't throw baby out with the bathwater, and don't leap until you understand the identity of what you're dreaming of

- Avoid The Pendulum Effect

Try it on –

Volunteer

Shadow

Interview people

Research thoroughly

5 ESSENTIAL STEPS TO CAREER CHANGE/GROWTH

Step #5

Create It SMART

Specific –

Measurable –

Achievable –

Realistic –

Timely –

- **Someone to hold you accountable**
 - **Ongoing Support**
 - **Can't do this all alone**

ONE KEY STEP TO BREAKTHROUGH

Make a Commitment

“I believe in something better for me. I’m committed to pushing through my fears and doing something positive every day for four months to honor my commitment to change and to be open to what transpires”

Remember:

- Don’t have to bet the farm.
- Don’t have to risk everything.
- Don’t have to do it in a way that upsets your whole system.
- DO one thing every single day toward my dream.
 - DO admit it out loud.
 - DO be open and flexible

One BOLD Step

Ready to do the following :

- ***Agree: “I won’t let another day go by without honoring the fact that I deserve more and AM ready for more, even though I have fears and insecurities”***

15 minutes a day – focus on shifting your career

It’s not one tipping point- conscious, consistent effort every day

Not glamorous, not sexy – it’s work but it’s so rewarding

15 minutes a day – Focus on Shifting Your Career – examples

Step Back:

- 1) Figure out what you want (take my [Career Path Self-Assessment](#) survey)
- 2) Get a coaching buddy who sees the highest vision of you
- 3) Get testimonials on LinkedIn– ask friends to tell you what you're great at

Let Go:

- 1) Boundaries – where you need to stop your perfectionistic overfunctioning – say NO
- 2) Look at what's draining you – What can you walk away from today?
- 3) Let go of mindset that you're not good enough

Say Yes:

- 1) Dimensionalize – Narrow down what you want – 3 top directions
- 2) Visualize it every day – treasure map

Explore it:

- 1) Explore the new skills you think you need
- 2) Put your toe in the water to explore (shadow, interview)

Create It:

- 1) Start speaking about it – tell everyone you know
- 2) Build a support circle – networking, LinkedIn
- 3) Find someone who is doing what you think you want – and ask if you can speak with them (or shadow them)
- 4) Enroll in the certification or class
- 5) Write that business plan

Takeaways:

- 1) Are you experiencing the signs?**
- 2) Are you ready to make a true commitment to change**
- 3) Do you understand that it's a process – not an overnight change**
- 4) Where will you find support?**
- 5) Your ONE bold step – commit 15 minutes a day**

Want more support?

Kathy's free weekly video blog series

www.elliacommunications.com/blog

Kathy's Forbes Blog:

www.forbes.com/sites/kathycaprino

The Amazing Career Project

16-week group coaching program for women

www.amazingcareerproject.com

Private Career Coaching

(Take 25% off – use code CST25)

One hour session

Jumpstart Your Career Change (4 session)

Career Success Breakthrough Coaching (10 session)

www.elliacommunications.com/coaching-services

What's Your Burning Career Question?

Submit your question to Kathy for possible
upcoming Video Blog segment:

www.elliacommunications.com/contact-kathy

See you next month!

Communicating More Powerfully and Confidently

Wednesday, October 23rd

Noon to 1:00 pm EST