Fit Is It: Determining the Best Direction That Aligns with Your Passions and Talents

Career Success Training Program
Presented by
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1. The most misunderstood issues in building successful career
2. The biggest mistakes career changers make
3. Why quitting your job before bettering your situation is a disastrous move
4. Why you need more than passion for a happy career
5. The 8 essentials to changing directions successfully
6. The 5 key steps to accurately determining the best next direction for you
7. The ONE thing you need to do starting today if you want to build great, new career
CLARITY

CONFIDENCE

COURAGE

COMMITMENT
Most Misunderstood Issues About Career Success

- Where to begin when you want change
- Why so many women opt out of corporate America
- What keeps us stuck
- Knowing when your work is wrong for you
- When to change careers
The Biggest Mistakes Career Changers Make

1. Not knowing what you are capable of
2. The “Pendulum Effect” - Running from your career
3. Not developing a sound financial plan
4. Glomming onto the wrong “form” of work
5. Not digging deep enough
6. Giving up too quickly
7. Not being open
Your new career won’t solve all your problems

The same challenges will re-emerge

You won’t be an energetic match to what you want

Your confidence will suffer

Remnants of the emotional experience will stay with you
You Need More Than Passion

Passion is NOT enough: You need...

1) A realistic way to earn money
2) A business model that is sustainable
3) Tremendous perseverance and tenacity
4) A solid transition plan, with S.M.A.R.T. goals
5) Ongoing, expert support
6) Keen understanding of what’s required

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You’re Not Ready for More Career Happiness When...

1. You have a mindset of blame.
2. Your boundaries need strengthening.
3. You’re bound by your past.
4. You have an upper limit problem.
5. You feel guilty for wanting more.
6. You’re afraid of success.
8 Keys to Accurately Determining Best Direction

1. You’ve found the “thread” and core themes
2. You’ve tried on the professional identity
3. You’re open-eyed about what’s required
4. You’re not running away
5. You have the support you need
6. You have time and money to make this transition
7. Your doing what’s necessary to stay afloat, but always planting seeds for future self
8. Your trust yourself and your instincts
9 Core Steps to Strong Decision Making

1. Identify the purpose of the decision
2. Gather information
3. Identify standards and judgment criteria involved
4. Brainstorm
5. Evaluate each choice in terms of its consequences
6. Determine best alternative
7. Build an action plan with S.M.A.R.T. steps
8. Execute the plan
9. Evaluate the outcome
Kathy’s Proven Five-Step Model for Career Change

1) **STEP BACK** – for an empowered perspective. What is working, what isn’t, what you have to offer the world, and what must change

2) **LET GO** – Of the thinking, patterns and behaviors keeping you stuck

3) **SAY YES!** – To your compelling future visions – the “right” vision

4) **EXPLORE** - “Try on” your options, and refine them

5) **CREATE IT!** – Commit to achieving your S.M.A.R.T. plan. Get help!
#1: Step Back

- What gives your life meaning
- Know the themes - what you hate and love to do
- Use talents and skills you enjoy
  - Your non-negotiables
  - Exciting new challenges
- Know what the next level looks like and pursue it

Take Kathy’s Career Path Self-Assessment

http://www.elliacommunications.com/free-assessment
Let Go – of the thinking, patterns, behaviors keeping you stuck

- Identify the one negative pattern that keeps repeating.
- Look at how you are 50% of it – what are you co-creating; how you are contributing
  - Don’t blame – be accountable
  - Take a step to shift it.
- Problem relationships – what’s your part – defensive, in denial, controlling
  - You’re the mirror.
#2: Let Go

Let Go – of the thinking, patterns, behaviors keeping you stuck

Check out *Tapping Into Wealth*, Margaret Lynch

*The Big Leap*, by Gay Hendricks

Subconscious beliefs that keep you stuck:

- Financial trauma
- Debt
- Hidden agendas
- Resistance to big goals
- Goal trauma
- Striving but never arriving
- Feeling Invisible
- Becoming a Great Receiver
- I refuse to be rich (money=anger/conflict/guilt)
#3: Say YES to Your Compelling Visions!

- Need a “Just Right” Vision
- See and believe in what’s possible
- Creative Visualization (Shakti Gawain)
- Close your eyes – 5 minutes – envision in concrete detail what you dream of – write it down
- 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
#3: Say YES to Your Compelling Visions!

**Brainstorm...**

*How can you use your talents and skills differently?*

- Join new professional associations
- Hold an idea party
- Check out great career books (2nd act careers, Encore Careers, Breakthrough Breakthrough)
- Explore Educational catalogs and U.S. Dept. of Labor sites
- Identify 30 companies you’d love to work for
- Start talking to everyone you love and trust
- Network extensively (LinkedIn, in person, meetups, conferences)
- Reconnect
“Try On” Your New Directions – physically, mentally, emotionally, and energetically

Get clear on the new professional identity before leaping

- Passive Research
- Talking/Asking
- Experiencing – Volunteer, shadow, consult, interview
  - Integrating
  - Refining

Take New Action
#5: Create It!

Create a S.M.A.R.T goals and commit to them

✓ Specific
✓ Measurable
✓ Achievable
✓ Realistic
✓ Time-bound

Find a coaching buddy to hold you accountable
#5: Create It!

Build a Loving, Supportive Tribe

1. Be other focused
2. Add value and be of service
3. Tap into your kindness and giving spirit
4. Be selective
5. Give first
6. Use ALL tools and avenues available to you (LinkedIn is huge and in-person is essential!)
Why Is Amazing Important?

Reaching amazing career success...

Why The World Needs You To

- Feeling aligned with life and full of possibilities
  - Passion, Power, and Purpose
  - More engagement/excitement/joy
    - Meaning and purpose
    - Part of something bigger
  - Become an empowering role model
  - Make the impact you’re meant to
Make a **Commitment**

“I believe in something better for me. I believe I have valuable skills and talents the world needs.

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”

**All it takes is 15 minutes a day.**

- Don’t have to risk everything.
- Don’t have to do it in a way that upsets your whole system.
  - Don’t do it alone
  - DO one thing every single day toward my dream.
  - DO admit it out loud.
- DO be open to the “hows” and what it might look like.
- DO find a coach, coaching buddy or support system
Your Agreement:
15 minutes a day of conscious, consistent effort
It’s not a tipping point – it’s work.
But so rewarding

Your breakthrough is here!

You CAN build a happy, successful career you love.
You need to, and the world needs you to.
15 minutes a day – focus on shifting your career

It’s one small step at a time:

1) Dimensionalize what you want (start with my Career Path Self-Assessment)
2) Build a support circle – networking, LinkedIn
3) Explore how you can take your great skills and repurpose them
4) Find someone who is doing what you think you want – learn, research, explore
5) Put your toe in the water to explore
6) Look at your Boundaries – what needs to change
7) How is your mindset holding you back

STUCK? Read Kathy’s book Breakdown, Breakthrough
You ARE worthy of a fabulous career that brings you financial and emotional fulfillment

To get it, you have to power up

BUT FIRST, you need clarity

Then, you need 100% commitment to action

Release the pain from past career trauma

Don’t leap – deal with your issues and problems NOW

Get ongoing help to keep you supported and accountable
For more info, contact:

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Take Kathy’s FREE Career Path Self-Assessment for
more clarity and insight
http://www.elliacommunications.com/free-assessment
Resources
Kathy’s Career Path Self-Assessment
LinkedIn Primer
The Amazing Career Project

Forbes posts:
The Biggest Mistake Career Changers Make
How to Find Great Supporters Who Will Nurture Your Growth
Successful People: The 8 Self-Limiting Behaviors They Avoid
The Most Misunderstood Issues About Building a Successful Career
The Clearest Sign You Are Not Ready For More Career Happiness

Books:
The Four Agreements, by Don Miguel Ruiz
Brag: The Art of Tooting Your Own Horn Without Blowing It, Peggy Klaus
Give and Take, by Adam Grant
Breakdown, Breakthrough, by Kathy Caprino
Tapping Into Wealth, by Margaret Lynch
The Big Leap, by Gay Hendricks
The Energy of Money, by Maria Nemeth