

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



Career Success Training Program
Presented by
Kathy Caprino, M.A.
Ellia Communications
March 12, 2014



Kathy Caprino, M.A.
Career Breakthrough Coach
Ellia Communications, Inc.
www.elliacommunications.com
kathy@elliacommunications.com

Learning Objectives & Agenda

2

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

4 Essential Ingredients for an Amazing Career

3

- ✓ ***CLARITY***
- ✓ ***CONFIDENCE***
- ✓ ***COURAGE***
- ✓ ***COMMITMENT***

Most Misunderstood Issues About Career Success

4

- **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

5

- 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**

Don't Leap Before Improvement

6

- 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

7

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

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

8

- 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

9

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. You're doing what's necessary to stay afloat, but always planting seeds for future self
8. You trust yourself and your instincts

9 Core Steps to Strong Decision Making

10

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

5 Core Steps

11

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

12

- 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>

#2: Let Go

13

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

14

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!

15

- 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!

16

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

Step #4: Explore

17

“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!

18

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!

19

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?

20

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

One Key Step to Breakthrough

21

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

One BOLD Step

22

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.

YOUR COMMITMENT

23

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*

KEY TAKEAWAYS

24

- **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:

25

Kathy Caprino, M.A.

Career and Success Coaching for Women

Ellia Communications, Inc.

www.elliacommunications.com

www.amazingcareerproject.com

Email: kathy@elliacommunications.com

**Take Kathy's *FREE Career Path Self-Assessment* for
more clarity and insight**

<http://www.elliacommunications.com/free-assessment>

Resources Mentioned

26

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**