

# Earning More Financial and Emotional Reward Doing Work You Love



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## *Today's Learning Objectives*

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- 1) **What's in the way of making more money**
- 2) **Challenges to loving your work**
- 3) **Do you know what you want more of?**
- 4) **Assessing your blocks to greater success and reward**
- 5) **7 Critical Steps To Building More Emotional and Financial Reward**

## *What is in the way of more financial reward*

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- 1. Money vagueness and mindset blocks**
- 2. Biggest fear: “I’ll let my family down”**
- 3. Self-sabotage**
- 4. No one in your corner to help guide you**
- 5. Fear of change/inflexibility**
- 6. Scared to ask for what you deserve – power and boundaries**
- 7. Lack of knowledge about building a successful business, practice, or program**

## **4 Hidden Barriers**

1. Feeling Fundamentally Flawed
2. Disloyalty and Abandonment
3. Believing More Success Brings More Burden
4. The Crime of Outshining

(See *The Big Leap*, by Gay Hendricks and *Tapping Into Wealth*, Margaret Lynch)

## *You Need More Than Passion*

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### **Passion is NOT enough: You need...**

- 1) A realistic way to earn money
- 2) A business model that is sustainable
- 3) 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

# What Do You Want More Of?



<b>What you want more of</b>	<b>Solution</b>
Control over time/flexibility	Fierce prioritization
Responsibility	Determine where you want to contribute more, and apply yourself
Respect/recognition	Increase YOUR self-respect and your respect of others first
Kindness/care	Be vigilant about who you let in your life and your focus on kindness.
Authority/leadership	Why do you want more? Is it ego-based? What new directions need you?
Exciting work	Identify what would excite you and claim it
Money/Financial Reward	Revise your upper limit problems
Support/connection	Build your support network
Joy	You're connected to struggle. Make joy a priority.

# Key Ways To Earn More

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- Help or enrich others
- Move an enterprise forward
- Bring new ideas to the forefront
- Innovate
- Create products/programs that solve a problem
- Teach and share your know-how
- **Maximize impact/minimize effort**

## *Do This By...*

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- **Defining your niche**
- **Developing talent & mastery**
- **Building a model that's sustainable**
- **Understanding return on investment**
- **Marketing and promoting effectively**
- **Developing/leading a powerful team**
- **Filling your client/customer pipeline**
- **Expanding your reach; thought leadership**

## *7 Critical Steps to More Reward*

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- 1. Know you are more than your current role**
- 2. Figure out who you love to serve**
- 3. Use your natural talents**
- 4. Build connections with people you love**
- 5. Close your power gaps**
- 6. Think bigger than “What’s my next job?”**
- 7. Act like a savvy entrepreneur**

## *#1: You are More Than Your Current Role*

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- **Whatever you're doing now is not the total sum of your gifts and talents**
- **Your dissatisfaction/pain is information**
  - **What do you dream of?**
  - **How can you bring that forward?**

## #2: *Who Do You Love To Serve*

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- What *specifically* do you care most about helping?
  - Starting saying “no” to those you don’t
- How can you begin serving this group more deeply
- Define your niche and how you stand apart

## #3: Use Your Natural Talents

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- What do you *love* to do
- What skills are natural, easy
- Let go of what is a struggle
- Bring forward your natural strengths

## #4: *Build Connections with People You Love*

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- **Build your online network – LinkedIn is a must**
  - **Build your support community**
  - **Find new mentors and sponsors**
- **Attend new meetings, conferences, industry functions**
- **Follow thought leaders on social media**

## #5: Close Your Power Gaps

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1. Where is money seeping out?
2. Who are you allowing to control you?
3. What is draining you that needs addressing?
4. Where is your business model faltering?
5. Where do you feel “less than” in your work?

## #6: *Think Bigger Than “The Next Job”*

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- Move away from “linear thinking” about your career
- Think outside your normal “job” definition
  - Talents you wish to use
  - Outcomes you wish to support
    - People you want to help

## #7: *Act Like a Savvy Entrepreneur*

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- 1) Increase your flexibility
- 2) Embrace failure
- 3) Innovate
- 4) Manage it like it's your own money
- 5) Walk toward risk
- 6) Keep growing and learning
- 7) Get intimate with your numbers
- 8) Leverage your talents
- 9) Scale

# *Create a S.M.A.R.T. Plan*

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## **Create a S.M.A.R.T plan and commit to it**

- **Specific**
- **Measurable**
- **Achievable**
- **Realistic**
- **Time-bound**

**Develop 3 key short- and long-term goals**

# *Where Can I Find Support?*

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- **Find 3 helpers to learn from:**
  - ✓ **Role model**
  - ✓ **Mentor**
  - ✓ **Sponsor**
- **Develop a coaching buddy**
- **Strengthen your relationships**
- **Ask for help when you need it**

# *Why You Should Have More Reward*

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*“People are happiest when giving form to their Life Intentions in ways that help others.”*

– Maria Nemeth

**Greater impact**

**More joy and ease from using natural gifts**

**Achieving highest visions**

**Role model this for others**

# *Let's Create Change!*

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**STEP BACK** – What is your situation telling you?

**LET GO** – What thinking and actions are keeping you stuck?

**SAY YES!** – What are your compelling visions around greater financial and emotional reward (what would it look like?)

**EXPLORE** – Try on new opportunities and experiences

**CREATE IT** – Develop S.M.A.R.T. short-term and long-term goals

# Breakthrough Takeaways

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- ❖ What is your dream for the next stage?
- ❖ What is holding you back most from moving toward it?
- ❖ What are you committed to creating in your life and work, starting today?
- ❖ What can you let go of today that will allow you to say “YES” to your growth?
- ❖ What concrete action will you take this month to create your breakthrough?
- ❖ Where will you find empowered support?

**Your breakthrough to more financial and emotional reward is here!**

*For more info, contact:*

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# Recommended Resources

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## **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](#)**

**[Why There Are So Many Terrible Managers in Business Today](#)**

## **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**