

STEP 1 - ASSESSMENT

TAKE THE POLL: HOW DO YOU FEEL ABOUT YOUR JOB

(SELECT ONE ANSWER AND READ THE CORRESPONDING SUGGESTIONS)

A.	I wake up most mornings wishing I didn't have to get out of bed. I drag to work and struggle to stay motivated throughout the day.
B.	I like what I do, it is just my coworker (s) and or boss that are challenging. Work would be fine without the people.
C.	I am learning a lot and I like the company, but I am not doing what I really want to do. I wish I could do something else in this company.
D.	I have a great job but there is no where for me to advance. It's worst than a glass ceiling. I can't see any opportunities.
E.	My job is a J-O-B. There is something else I rather do, somewhere else I rather be. I know what it is but have no idea how to get there. I can't leave a job in this economy.

ASSESSMENT SUGGESTIONS

- A) It sounds like there are a lot of things wrong with your job and possibly your perspective. You have lost motivation and energy. Consider spending your attention on getting re-energized and connected to the positive elements of the job. You need to get excited about something and find new purpose. Possibly a new project? A side gig? Putting your resume out in the market for more energizing positions? Getting healthy by taking a fitness course? Starting a gratitude journal? It is time to get out of the funk. It may be costing you more than Monday morning dread.
- B) You may be in a good place but have opportunities to work through conflict management and interpersonal issues. All conflict is not your fault but taking ownership and taking initiative may be the key to turning some things around. A few difficult conversations may be necessary to help you stay longer at a job that is still utilizing your strengths and skills.
- C) Learning is a key attribute to personal and professional success. What you are learning may quickly propel you to the next thing or even your dream job or career adventure. Stay put just a while longer to squeeze the juice out of the opportunities that are right under your nose. You are sitting on a resume building goldmine. Don't leave just yet.
- D) I hear ya. Being able to see the sky above you is critical to career projection and overall hopefulness. In your situation, it may be helpful to increase your networking skills and begin to leverage relationships. A few strategic connections and conversations may be just what you need to get to "next" place in your company and beyond. You may be amazed to find out hidden vacancies that only certain gatekeepers know about. As you get connected, you may have access to opportunities that do not get publicized.
- E) It is hard to justify leaving a job you don't like in this economy. You may be a good candidate for career coaching to gain the skills and mindset needed to thrive in a temporary situation. You could also leverage coaching to dream into the future. If you start to take little steps to make your dreams a reality, you may start to be thankful for the salary of this J-O-B. Dreams are often costly. The steady paycheck will be helpful while building your dream on the side.

What one action could you take today to move you closer to career contentment and away from career sabotage

(Select one idea from the suggestions above or create one tangible step you can take this week).

NEXT STEPS - ASSESS WHERE YOU ARE TODAY

1. Where are you now?

In the space below, write a brief narrative about how you feel at your job and why you are taking this course. Feel free to whine. Just dump. Make sure you discuss both internal and external implications of your current job satisfaction (or lack). internal: confidence, joy, thoughts, attitudes. External: conversations (how you talk about the job), attitudes, actions and performance/engagement, relationships and reputation

2. Of all the things listed above, what is absolutely TRUE?

In other words, there are some things that we “think” are true and there are other things that are facts. For example, you may believe that your boss wants to fire you. It is more of a feeling, a hunch but not a living reality (well, only in your mind). The truth may be that your boss does not often give feedback so you are left to guess what she really thinks about your work. This is all about assumptions vs. facts. Another example may be that you think your job is the pits, when in actuality you really like your job but you have a hard time connecting with your coworkers.

4. What is not working well at your job?

(i.e. I work too many hours a week. I don't have a life because I work all day and night).

6. What is still working well at your job?

(i.e. My boss really likes my work. I receive good evaluations with raises)

7. What do you hope to get out of this course? I challenge you to email your response to this question to brenda@brendabertrand.com.
