

CONVERTING “THOUGHT BUBBLES” ABOUT WORK OPTIONS INTO PRACTICAL DECISIONS



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PROVEN BEST PRACTICES FOR
SURVIVING AND THRIVING IN BUSINESS

PIVOTAL CROSSROAD:

- HOW DO I KNOW WHICH DIRECTION TO HEAD-IN TO SECURE A WORK ROLE ?

STEP ONE – **SELF-ASSESSMENT OF STRENGTHS**

- IN A QUIET PLACE ON YOUR OWN, IDENTIFY (AND WRITE DOWN) WHAT YOU DEEM TO BE YOUR KEY STRENGTHS.
- BE BRUTALLY HONEST WITH YOURSELF.
- CONSIDER PERSONAL TRAITS – OVER AND ABOVE TECHNICAL SKILLS. FOR EXAMPLE:
 - COMMUNICATION – ORAL/ WRITTEN
 - ABILITY TO CREATE AND NURTURE AUTHENTIC RELATIONSHIPS WITH OTHER PEOPLE
 - ABILITY TO IDENTIFY OPPORTUNITIES
 - ABILITY TO THINK INNOVATIVELY/ STRATEGICALLY
 - ABILITY TO COLLABORATE/ COOPERATE – AND ACCOMMODATE THE VIEWS OF OTHERS
 - SELF-ORGANISATION (TIME MANAGEMENT/ ABILITY TO PRIORITISE)

STEP TWO – CORRELATE IDENTIFIED STRENGTHS TO YOUR “VALUE-ADD” PROPOSITION

- WRITE DOWN HOW YOU CONSIDER YOUR IDENTIFIED STRENGTHS HAVE THE POTENTIAL TO ADD VALUE TO AN ORGANISATION.
 - IN WHAT WAYS WILL YOUR STRENGTHS BENEFIT AN ORGANISATION
 - WHAT ROLES SEEM TO REPRESENT THE BEST OPPORTUNITY FOR YOU TO APPLY YOUR STRENGTHS
 - WHAT DOES THE DELIVERY/ APPLICATION OF THESE ROLES LOOK LIKE

STEP THREE – **WHAT ARE YOU GENUINELY INTERESTED IN ?**

- WHAT ARE YOU PASSIONATE ABOUT ?
- BECAUSE OF YOUR DEPTH OF INTEREST IN THE GIVEN ACTIVITY, DOES THIS MEAN THAT YOU CAN DO THIS THING BETTER THAN MANY OTHER PEOPLE CAN ?
- DOES YOUR DEPTH OF INTEREST IN THE GIVEN ACTIVITY REPRESENT A DEFINING POINT OF DIFFERENCE (SPECIALITY) FOR YOU ?
- WHAT PRODUCT/ SERVICE REALLY TAKES YOUR FANCY ?

• STEP FOUR – **WHAT DO THE “STEPPING STONES” OF YOUR CAREER BROADLY LOOK LIKE**

- WHAT DO YOU WANT TO BE DOING 2 YEARS FROM NOW ?
- WHAT DO YOU WANT TO BE DOING 5 YEARS FROM NOW ?
- WHAT DO YOU WANT TO BE DOING 10 YEARS FROM NOW ?
- WHAT ACHIEVEMENTS HAVE TO BE REALISED IN ORDER TO GO FROM YOUR FIRST STEPPING STONE TO THE NEXT ONE, TO THE NEXT ONE, AND SO ON ?

STEP FIVE –

BE PREPARED TO START IN A ROLE THAT MAY NOT DRAW UPON ALL/ MOST OF YOUR SKILLS AND STRENGTHS

- BE PREPARED/ HAPPY TO ENTER A “LOWER ORDER” ROLE TO START WITH. E.G. SALES PERSON
- A GOOD/ MATURE EMPLOYER WILL BE MONITORING (MOST IMPORTANTLY) HOW YOU GET ALONG WITH OTHER PEOPLE AND YOUR ATTITUDE TOWARDS YOUR WORK ROLE.
- PROVE YOUR ABILITY TO NURTURE CONSTRUCTIVE RELATIONSHIPS WITH CUSTOMERS MOST PARTICULARLY, AND YOU MAY FIND THE NEXT DOOR OF OPPORTUNITY OPENING SOONER THAN YOU EXPECT TO REVEAL A ROLE WHICH OFFERS GREATER RESPONSIBILITY – INCLUDING MANAGING THE WORK FUNCTIONS OF OTHER PEOPLE.
- BE PATIENT AND ACCEPT A “LOWER ORDER” ROLE GRACIOUSLY.

STEP 6 – **KEEP LOOKING FOR ROLES THAT INSPIRE AND CHALLENGE YOU**

- ENGAGE IN ROLES THAT:
 - CREATE A SENSE OF TRUE PURPOSE IN YOUR LIFE.
 - MAKE A POSITIVE DIFFERENCE TO THE LIVES OF OTHERS.
 - HELP OTHER PEOPLE TO WIN AT WHAT THEY DO.
 - HELP SOLVE PROBLEMS – CREATE NEW OPPORTUNITIES.
 - ALLOW YOU TO PUSH BOUNDARIES/ CHALLENGE THE STATUS QUO.
 - DRAW THE BEST FROM YOU – GET YOU TO APPLY YOURSELF AS FULLY AS POSSIBLE.
 - HELP POSITION YOU TO STEP ONTO YOUR NEXT STEPPING STONE IN YOUR DESIRED CAREER PATH.

REMEMBER !

- INCREASINGLY, “KNOWLEDGE” IS BECOMING THE MOST PRECIOUS COMMODITY OF ALL.
- “INTELLECTUAL CAPITALISM” IS GOING TO BE WHAT DEFINES AND DETERMINES THE WEALTH OF PEOPLE INTO THE FUTURE.
- DO WHAT YOU CAN TO PROTECT THE INTELLECTUAL PROPERTY THAT YOU GENERATE.
- BE CAREFUL ABOUT SIGNING EMPLOYMENT AGREEMENTS WHICH PROVIDE FOR ALL IP THAT YOU GENERATE BECOMING OWNED BY THE COMPANY THAT YOU WORK WITHIN. NEGOTIATE IP OWNERSHIP CAREFULLY WITH YOUR EMPLOYER; AND WHEREVER POSSIBLE SEEK TO RETAIN LEGAL OWNERSHIP OF YOUR IDEAS – YET PERHAPS GRANT PERMISSION FOR THE BUSINESS CONCERNED TO USE THE IP THAT YOU GENERATE.

MOST OF ALL...

- ENJOY WHAT YOU DO !
- LIFE IS SHORT – MAKE SURE YOU EXPERIENCE WHAT YOU WANT TO EXPERIENCE!



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