



Taking Charge of Your Career

By Chris Johnson

Are you a follower or a leader when it comes to you your career?

Do you have a reactive approach to job opportunities, phone calls, and adverts or is there a mid-term plan that gives you a sense of direction?

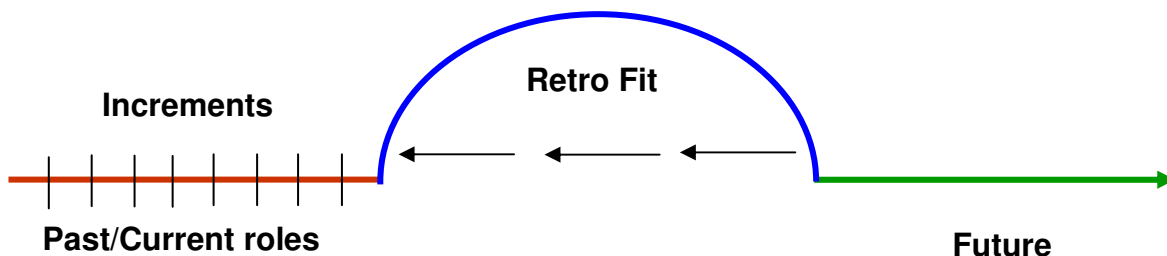
Finding the next move is not difficult, finding the right move is! Over the last decade, I have had the opportunity to work with hundreds of leaders from across all sectors. Based on this work I believe there are four distinct actions a leader can take to ensure it's the right role for them and to mitigate the risk.

1. Start with the end in mind

Most of us think incrementally about our career weighing up the pros and cons of a particular opportunity, but do not see things through a longer-term lens.

Once you begin to try to get “a fix” on the future, you can then “retrofit” job moves and test if they really meet your long-term goals and the value that is added. For many of us each move has ‘made sense’ on a short-term incremental basis, but very few of us consider the long-term basis.

Retro fit the future



Ask yourself the following questions:

- ⑥ What do I enjoy about a job?
- ⑥ Where do I want my career to be in five years?
- ⑥ What do I really dislike?
- ⑥ What skills/interests do I have?
- ⑥ What are the barriers to me achieving these?

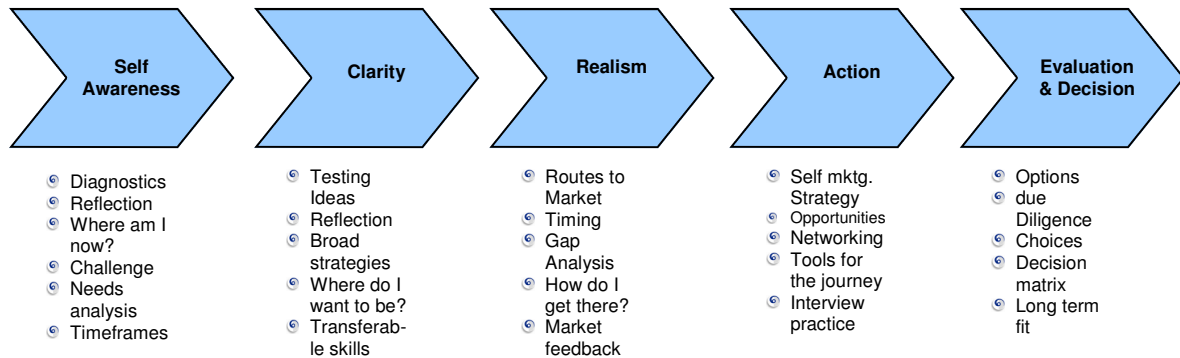




2. Create the “framework”

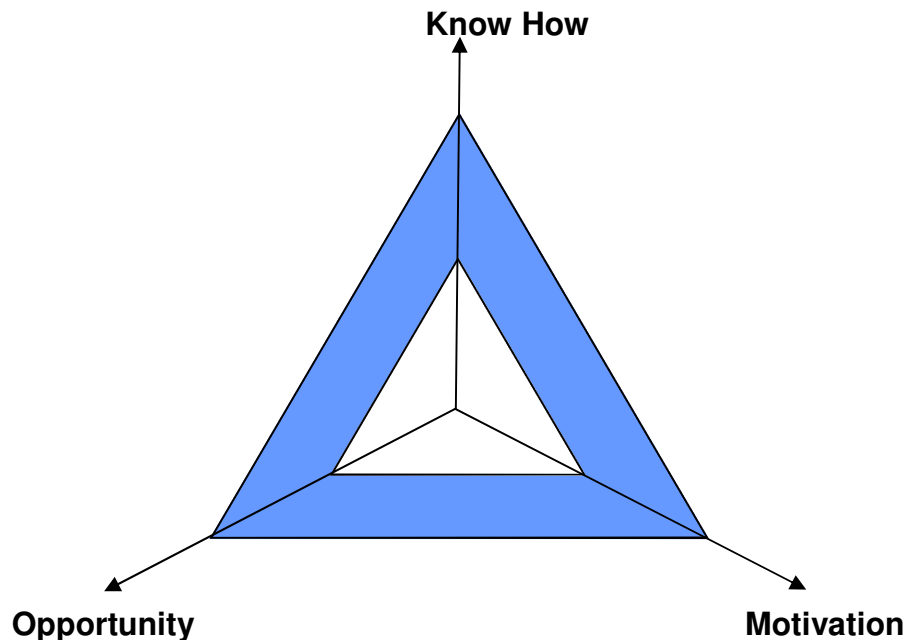
The framework is the ‘wrap around’ in which all your activities sit. There are a number of distinct stages which you move through over time; combining self awareness, clarity, realism, action and evaluation.

Career Coaching Framework



3. Get the tools for the journey

Success in finding the right role is a combination of three things ‘tools for the journey’, ‘market opportunities’, and ‘personal motivation’.



I believe all three elements need to be developed in parallel. When one gets out of kilter then it does not work.





Firstly, you need the skills and 'know how' for the journey that ranges from your "30 second personal summary" to how to "approach the market."

Secondly, you need personal motivation; you only get out what you put in. You have to find the time and the interest within you to make it happen.

Finally, there has to be an opportunity. The market needs to be identified, nurtured and developed to meet your needs. All of this activity fits within a defined framework.

4. Develop your decision matrix

One of the critical phases in a career framework is the testing, evaluating and deciding on what next. The key to this is the "decision matrix". The matrix consists of critical words and options which allow you to undertake a rational evaluation of each opportunity. Think of the matrix as the "eye of the needle". It is the test everything has to go through. It allows you to compare 'apples and pears' against the things that are important to you.

As opportunities emerge and you consider them, fill in the matrix. Against each of your critical factors give them a score on a 1-10 basis. Be honest with yourself, test your understanding by thinking about your current role and score each factor, this will give you a benchmark.

	<i>Current Role Score 1-10</i>	<i>Opportunity1 Score1-10</i>	<i>Opportunity 2 Score1-10</i>
Top 6 Critical Words Examples words			
▪ Make a difference	8	?	?
▪ Location	9	?	?
▪ Recognition	7	?	?
Next 4 – 6 Words Important - Example words			
▪ Salary	7	?	?
▪ Partners	9	?	?

Once you have done this you can start to get into action!

Take the next call from a search company,
Think about your future,
Start building your networks,
 And **take charge** of your career.

