

Crafting a Kick Ass Career Vision

Here are key steps to reflect on to help you craft a career vision that truly resonates and provides purpose. Often we focus on our demanding present or immediate next career step. These exercises will open possibilities for the future and help you identify what fulfills you.

Step One: Where are you now?

Inventory your skills and abilities

Think about the skills and abilities (what you do well) that got you to where are today and capture them below. Now think particularly of things that come naturally to you and that you enjoy doing, rather than those things you may be good at but don't enjoy. (Your Zone of Genius work from Chapter 9 is a great place to start.)

Skills and Abilities	Do I want to do more of this type of work/activity?	Would I rather do less of this type of work/activity?

What are some skills and abilities that you'd like to develop further?

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Step Two: Retirement Party Vision

What types of activities have you been doing during your final year before retirement? (Don't think about your title or where you're working, think about how you would be spending your days.)

What are people saying about your contributions at work?

What are people saying about your leadership style and impact?

How will you spend your days as a retired professional?

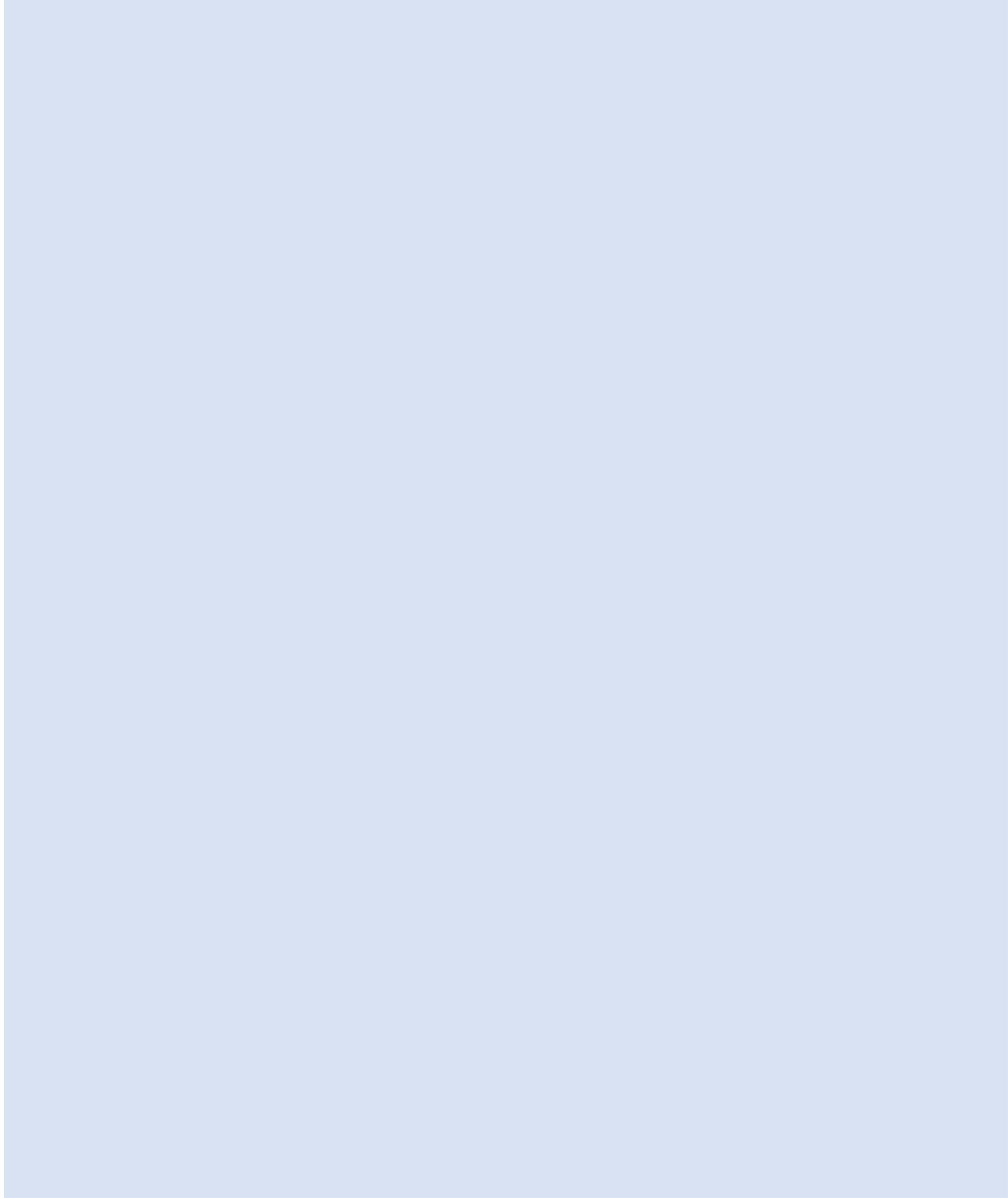
Step Three: Your Big Hairy Audacious Career Vision

For this, we want to look 3 years out. Close enough that it's in sight but far enough away that we can implement our plans.

- Don't get stuck on HOW you will get there
- Push yourself out of your comfort zone – go big!
- Your work and life are interconnected – think of what you'll be doing outside of work as well as specific areas (e.g. type of work, financial reward, status, family, friends, health)
- Articulate it as if it's already happened

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My Big Hairy Audacious Career Vision:



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Progress Check-In

Reflect on your progress since your peer coaching session...

Based on my previous commitments, I completed or made progress on...	
What I'm most proud of:	What I've learned from my actions:
Things I need to do next to make progress against my goals:	What I want to get out of this session:

My Commitments

Before the next session, I will:

Activity	Initiated	Completed
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>

PLAYBOOK: CAREER VISION SESSION

Session Length: 75 – 95 minutes

5 minutes

- Leader welcomes group.

10 minutes

- Group provides updates on one success and one learning since the last meeting.

40-60 minutes, Individual Goal Share – 15 minutes per person

- 5 minutes: Read retirement vision to group.
- 5 minutes: Share BHAC Vision.
- 5 minutes: Group Q&A to help each group member dig deeper and get really specific about their vision.

10 minutes, Reflection

- How easy/hard was it to create your career vision?
- What was it like to share this vision out loud with the rest of the group?
- What changes/adjustments (if any) do you want to make to your career vision?

10 minutes, Wrap up

- Discuss next session pre-work (goal setting).
- Each person shares one key commitment to be completed by next session.