

**Career Resiliency--From the Inside Out ©**  
by Judy Feld

The corporate world is changing and the pace of that change is accelerating. The expectations of both employees and employers do not resemble what we saw and heard a short five years ago. We have been noticing a number of common threads emerging in our work with coaching clients, as some struggle with the major decision of whether to stay in their corporate job or choose another option. Lately we are seeing another interesting shift on the part of employers. Corporations are encouraging career resiliency on the part of their own employees--and providing coaching resources to increase employees' skills in self-determination and self management. This is new--and we have some new examples below.

**I. Your Corporate Job: Love It Or Leave It?**

When an individual thinks about a possible career change...

Sometimes the issues are complex, the decision factors are cloudy, and the process is a bit frustrating. Ambiguity pervades the process, and we know that ambiguity drains a lot of energy. One of the most valuable tools in the coach's tool kit is the ability to ask the right questions. What follows is just a sampling of the many questions to be answered as you make the big decision of whether to stay in your current job or take another path. How many of these questions can you begin to answer for yourself?

**A. What is the least amount of change that will bring me satisfaction?**

- Is there a more satisfying way to earn a living?
- Would an internal lateral move solve the problem?
- Would a promotion solve the problem?
- Is it time to leave my job?
- Is it time to leave my company?
- Do I just need a new boss?
- Is it time to find a new career or profession?
- What is my risk tolerance?
- Do I have an entrepreneurial bent?
- Do I really want to work for myself?
- Am I financially prepared to make the desired change?

~~Coach's Comment~~

Career coaches and their clients gain insights into these questions by using validated and powerful assessment tools. Individuals benefit from the same tools that corporations use in making their hiring and promotion decisions. This means we can measure how you respond to your work environment, why you are motivated to act in a certain way, your behavioral style/personality type, communications style, values, attitudes, etc. Of course when making career decisions we also look at your professional experience, education, background, talents, and your specific work environment.

**B. Companies have values and so do you. Do they match?**

- What do I want from my job?
- What do I \*really\* want?
- How can I determine the values and culture of my company?
- Will I gain more responsibility in this job? At this company? Do I want to?

What is the best and highest use of my time?

What is important to my family--and how important is my family to me?

~~Coach's Comment~~

Different people are motivated by different things, and often these key employee motivation factors are baffling to managers. A study from George Mason University shows a big gap between what really motivates individual employees and what managers think motivates them. For a summary of the study send an E-mail to <[judy@coachnet.com](mailto:judy@coachnet.com)> with "Employee Expectations" in the subject.

Know what you want, and know what your company wants from you. These are very valuable insights! You will also want to watch for the booby traps, perhaps "corporate fallacies": beliefs that may be widely held but not necessarily true for you. One example could be "working long hours brings big rewards".

**C. Am I alert to changes in the workplace and in the world?**

Do I keep my eyes and ears open?

Do I read widely and appreciate the value of lifelong learning?

Am I making good job-appropriate use of technology tools?

Am I a trend-spotter?

Can I make reasonable personal financial forecasts and projections?

~~Coach's Comment~~

We can no longer expect lifetime jobs. There is decreasing loyalty--on the part of both the company and its employees. Our business environment has changed and we can expect additional downsizing, rightsizing, layoffs, outsourcing, telecommuting, contractors vs. employees, etc. We can expect multiple careers, earlier retirement, family issues, 'lateral' moves. Predict what's coming--be a "futurist"! For an article on thinking like a futurist, "A Do-It-Yourself Crystal Ball", send an E-mail to <[judy@coachnet.com](mailto:judy@coachnet.com)>

**D. Are you ready to go?**

Do I know how to negotiate a successful "exit"?

Do I understand the differences between business building vs. job hunting?

Do I have a realistic time frame?

Do I have a strategic plan?

Do I understand the principles of creating strong alliances?

~~Coach's Comment~~

You will need a strong personal and professional foundation to thrive during a period of big career change. Gather your support systems. Ask for what you need. Do what you love! These principles and much more are covered in our new book, SmartMatch Alliances™. For a free sample chapter go to <http://www.coachingsuccess.com/books>

## II. CAPSTONE Career Management Workshops

When companies partner with employees to increase career resiliency...

Long-gone are the days when savvy employees could assume their employers controlled their careers. We are seeing accelerating career shifts--where self-management pays off. I developed the CAPSTONE Career Coaching Workshop to focus on the importance of career self-determination and individual branding--and I have been invited by major corporation to deliver it at their employee meetings. Companies are investing in the

career resiliency of their employees--and choosing a coaching approach to deliver the message. In this time of accelerating career shifts it is vital to have a plan that is specific, measurable, and action-oriented. This interactive fast-paced workshop provides some quick lessons in strategic thinking and timely examples of career management strategies. We also provide the impetus to ditch some old bad habits, launch some new good habits--and have some fun! Here's what it covers:

**CAPSTONE Career Management--Winning Strategies**

**C--Control Your Career**

**A--Assess Your Strengths**

**P--Plan For Action**

**S--Strategic Thinking Brings Success**

**T--Trends -- Important Clues in Career Management**

**O--Overcome Bad Habits**

**N--Nurture Your Network**

**E--Education is Key! Be a lifelong learner.**

If you would like some more information about bringing this workshop to your company or organization--in-person or virtually--please send an e-mail to [judy@coachnet.com](mailto:judy@coachnet.com) with "**CAPSTONE Information**" in the subject and indicate the size and type of organization you represent.

### **III. A Testimonial to Career Resiliency--and coaching...**

Following are excerpts from an interview with a former coaching client of mine for *ExecuNet's CareerSmart Advisor*--October 17, 2005 (with permission):

#### **Did you feel as prepared as you expected to be?**

*Yes, I did. Since I hadn't interviewed in years, I knew that my interview skills had gotten rusty. I think one of the smarter things I did was to hire a coach. Not only did my coach get me ready to interview, she also helped me get my head straight, which ultimately prepared me to better interview. In addition to helping me hone my interview skills, she helped me through the shell shock of being "between jobs." Once you get that behind you, you are mentally more equipped to deal with the task at hand. My coach had me take a personality test, which not only taught me more about my own personality, but helped better prepare me to alter my approach during the interview. In doing so, I could be more appealing to different personality styles and ultimately have more favorable results.*

#### **What two or three things did you feel were the most effective for you?**

*Without a doubt, hiring the coach was the key for me. The process that I went through with her was invaluable. I aced several difficult interview "gauntlets," which ultimately led to offers. I can only attribute this to what I learned about myself and how to modify my behavior to better fit different situations.*

#### **Any other comments you would like to make?**

*Looking back, I learned a lot about myself while going through this process. These lessons will ultimately help me become more successful in my future.*

---

Topical Quote

---

Just to put things in perspective, lest we take our jobs too seriously, a pertinent excerpt from "Dilbert's Laws of Work":

*"The last person that quit or was fired will be held responsible for everything that goes wrong."*

=====  
*Judy Feld, Master Certified Coach (MCC)  
Certified Mentor Coach  
2003 President, International Coach Federation  
[judy@coachnet.com](mailto:judy@coachnet.com) [www.coachnet.com](http://www.coachnet.com)  
972-931-6366 (phone) 972-931-6616 (fax)*  
=====