

Taking control of your career

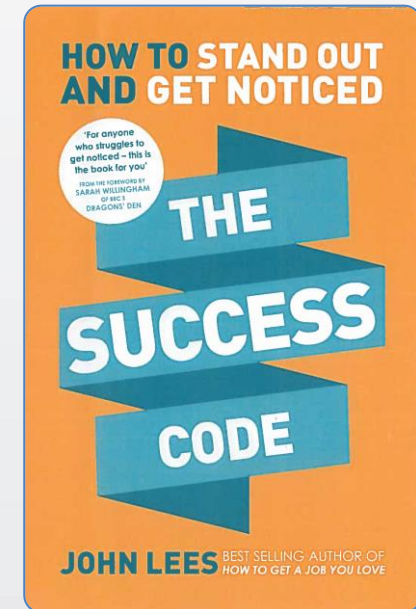
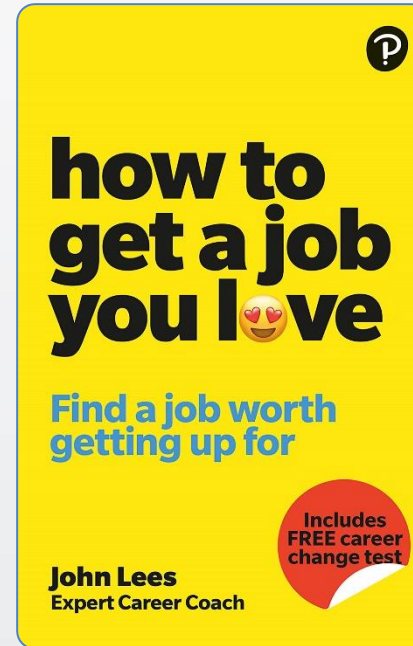


John Lees

UK-based career strategist

Works 1:1, also with organisations & business schools

Author of 15 books on careers and work



Dealing with the Sunday night work blues

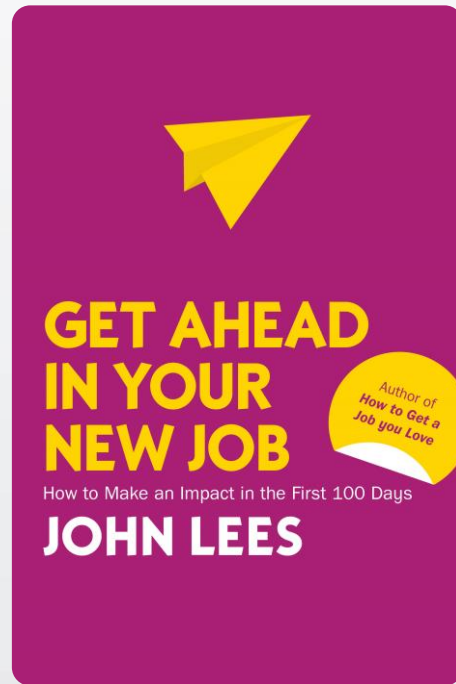


Staying passive



- 'I haven't thought about my career'
- 'I don't know what career paths are available'
- 'How do I find the time?'
- 'Why doesn't the organisation do this for me?'
- 'I'll keep my head down'

Looking at satisfied careers



What event or action was the tipping point?

Career Awareness - 3 Steps

- What kind of work feels meaningful and challenging?

Career Awareness - 3 Steps

- What kind of work feels meaningful and challenging?
- What **outcomes** does my employer seek and value?

Making an impact....

“...people will forget what you said,
people will forget what you did,
but people will never forget
how you made them feel.”

Based on a phrase used originally by Carl W. Buehner

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- What kind of work feels meaningful and challenging?
- What **outcomes** does my employer seek and value?

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- What kind of work feels meaningful and challenging?
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- How can I **make something of the overlap?**

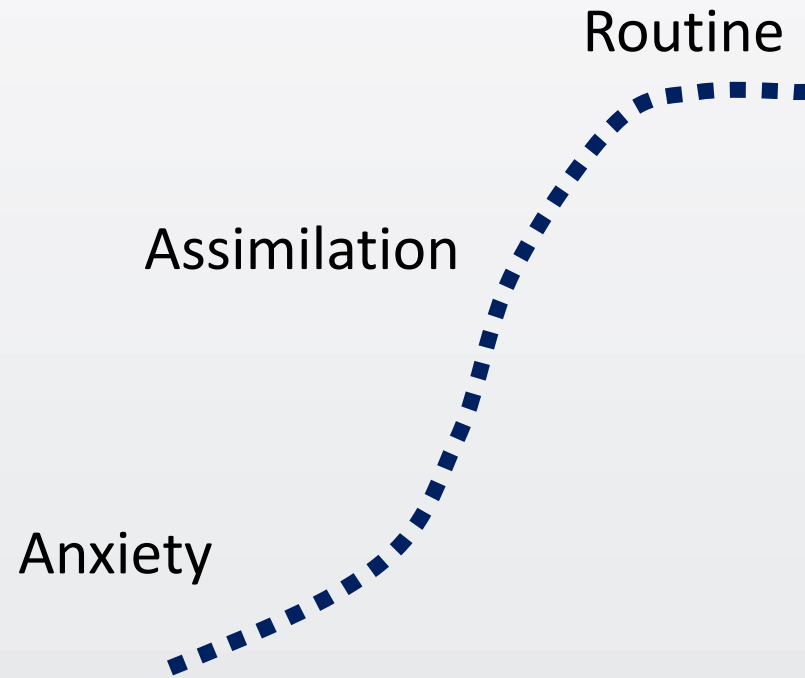
70% overlap



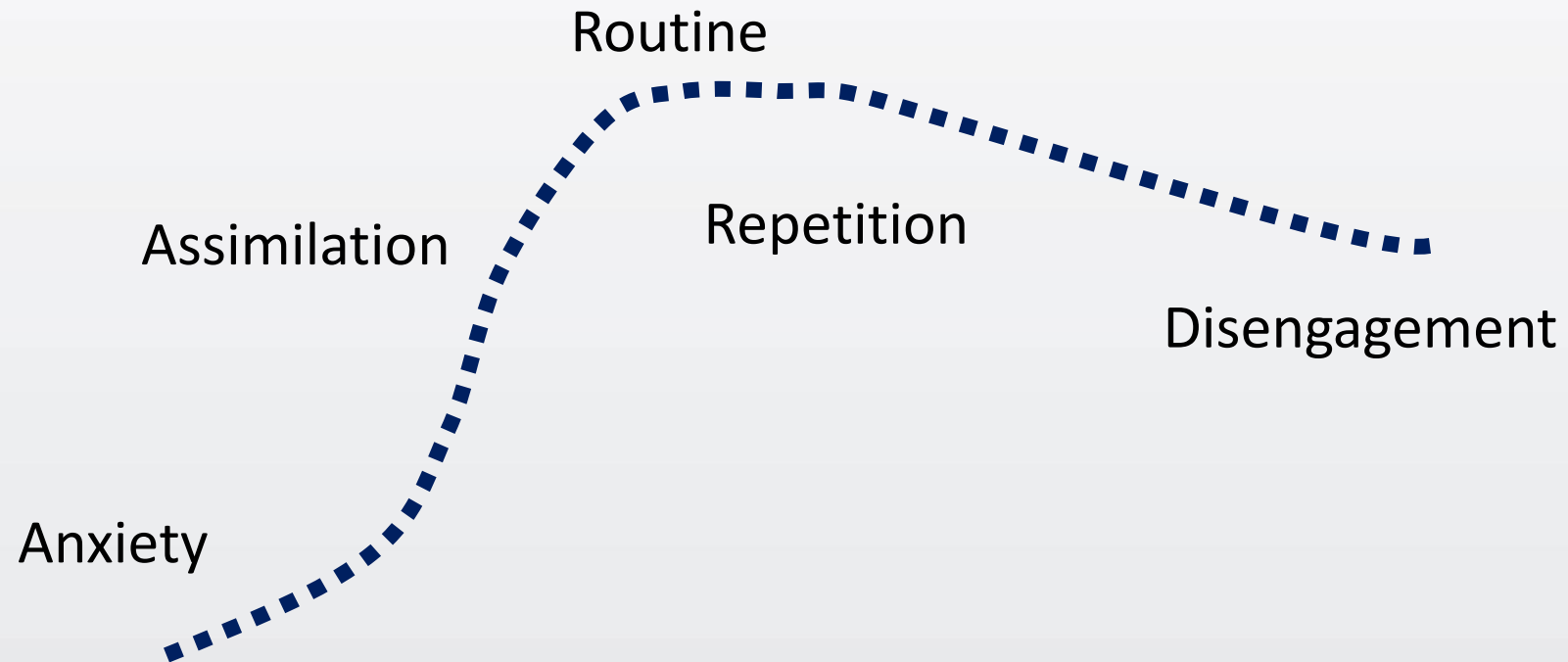
How do you take control?

Where are you on your learning curve?

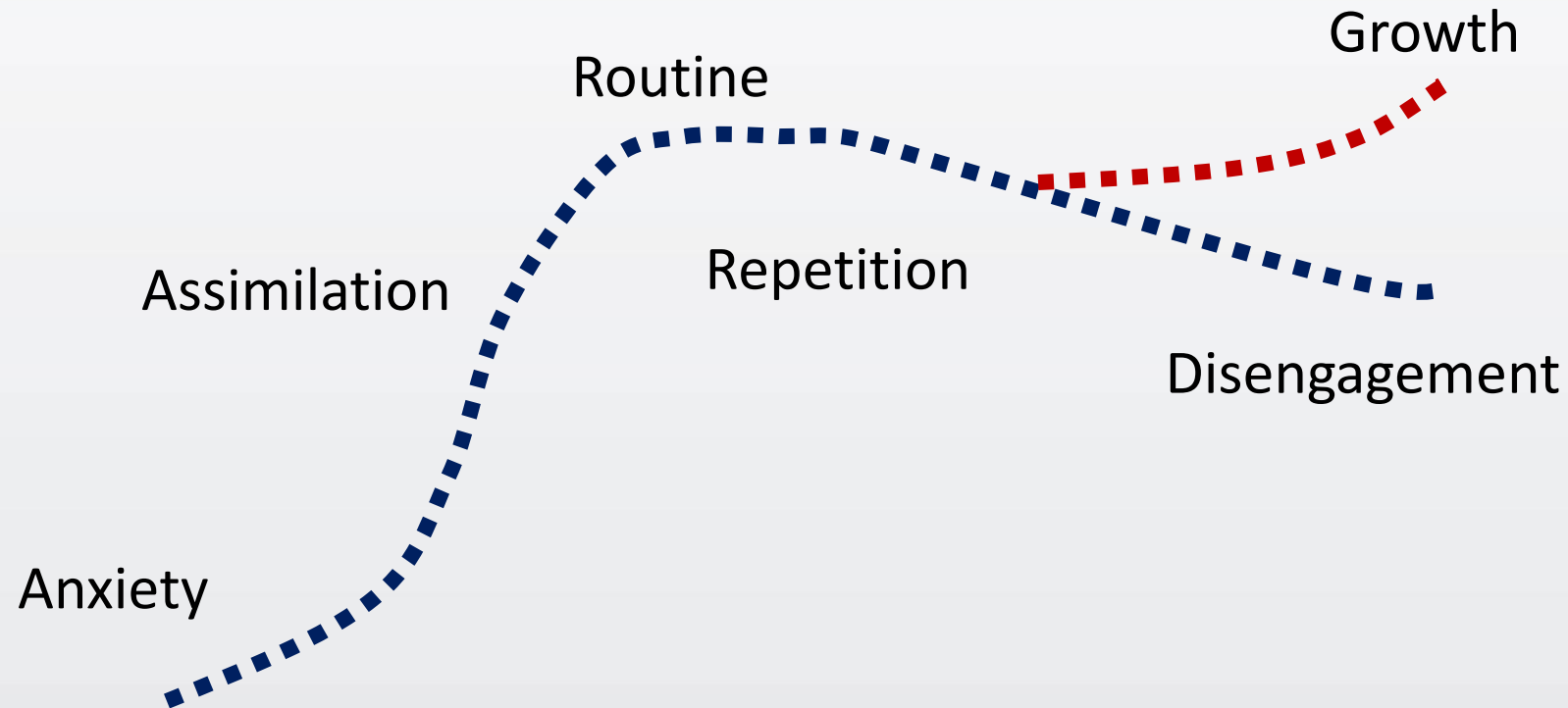
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What makes work feel like it isn't
work?

3 minute motivation checklist

- Look at the list of motivators
- Spend £20
- Don't use units smaller than £1



Strong career drivers

Learning
Feedback
Appreciation
Challenge
Growth
People



3 minute motivation checklist

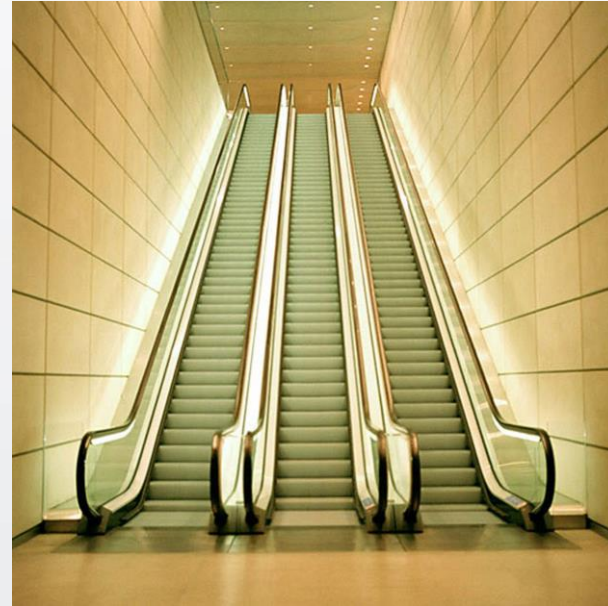
Your top scoring item?



Career management

The power of:

- Mentors
- Champions
- Supporters



Mentor Power

A great mentor:

- Explains unstated rules of the game
- Reveals how you're seen and how you could be seen
- Explains options
- Offers connections



What will make you stand out?



A time when you....

- Achieved results
- Felt engaged



When you use motivated skills...

- You feel focused and fully committed
- You get results
- The task feels worth doing
- You feel (and remember feeling) energised



Bottling the good stuff



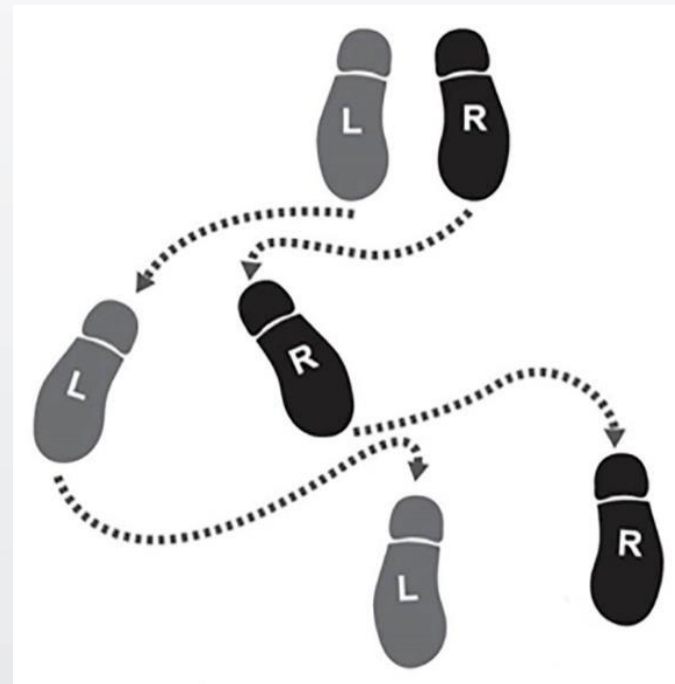
- Reconnecting with energy from your past
- Stories are stronger than information

Transferable skills



*“But..... I really don't like talking
about myself”*

Learning the Two-Step



*““We do not think ourselves into
new ways of living,
we live ourselves into new ways of
thinking”.*

Richard Rohr

Organisational Mapping



- Developments
- Intersections
- Relationships
- Visibility

Two people meet getting coffee...



- Your name comes up....
- How many pieces of information follow?
- What gets said?

Information that travels...

- People pass on something about your:
 - Expertise
 - Special focus
 - Working Style
 - Connections



*“You’re going to tell
me the answer is
networking.....”*

'You need to sell yourself'



‘You need to sell yourself’



Does networking make you feel grubby?

Professional networking increases feelings of

- inauthenticity
- immorality
- dirtiness

- Casciaro, Gino, and Kouchaki



Being sold to can feel like...



Self-projection for the modest

- I really enjoy....
- I'm fascinated by....
- I've already discovered....
- I'd really like to find out more about...



Two-breath statement

“I want to be in a role
which allows me to do A and B and C,
in a team
that is doing X and Y and Z”

Further information:



www.johnleescareers.com

Questions and insights