

ESSENTIALS TWO | KNOWING WHAT YOU WANT

Create Your Vision



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THE CAREER RESET

The Life of Your Dreams



Would you get in the car and start driving without knowing your destination?

Maybe once in a blue moon.

When you're 20 years old.

But not every day.

Not with your family in the car. Or anyone else who depends on you.

So why would anyone do this with their career? How is a good idea to manage your career in the same way as getting in a car and driving without having any idea where you're headed?

It doesn't really make sense. But many people do it.

I've done it.

It's one of the first questions I ask people when they tell me they don't know what they want their next career move to be.

WHAT ARE YOUR LONG TERM CAREER GOALS?

HOW DO YOU SEE YOUR CAREER FITTING INTO YOUR LIFE GOALS?

Having answers to these questions gives your career decisions context.

This is part of getting to know what's important to you.

So often I talk to people who have no idea what they want to do in their career, but they also don't know what they want in their life.

They have a slightly stronger sense of what they DON'T WANT - which is also a good place to start ... but the WANT I DO WANT part is a little fuzzier.

Quite often, people don't set goals for their career and their life because they're afraid of failing. Or they set small comfortable goals they know they can achieve.

But you know, and I know, that failing is the path to success. And the only way you're not going to achieve your goal is if you stop trying to reach it.

Don't be afraid to set wildly crazy goals if it's something you really want. You don't have to know how you're going to get there when you set the goal.

You just have to know where you're headed.

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That's going to give every little decision you make more context and meaning.

So in this module, you'll do two in-depth visioning exercises.

First let's talk about your life.

Your **LIFE VISION** includes; your career, your family, your lifestyle, your self-care rituals and your social life.

Your goal is to create a story of where you see yourself and what you want for your life.

Then you'll create a vision for your career using the **CAREER HAPPINESS SELF-ASSESSMENT**. This is where you get laser-focused on your career and the vision for what your ideal career looks like..

And you do that armed with an understanding of what you want for your life.

It's almost like it was planned this way!

Plus if you've been doing the other work in **The Essentials** journey, then you'll be armed with a strong understanding of your strengths and weaknesses and values as well.

And with all the insight you've accumulated in *Essentials Two*, you are ready to build a framework for your next career move.

For some of you, this will be easy.

And some of you might initially find this hard. **If you're feeling a little uncomfortable, that's a good thing.**

That means you're doing something that will help you grow.

The important thing is to keep taking steps forward. If you find yourself avoiding this exercise or short-cutting it in some way, ask yourself why.

I invite you to do a Self-Reset model.

And of course, I'm here to help you reset your mindset whenever you need it. Join a class and let's see how we can help.

You are SO ready.

How to Create A Vision



When you know what you're looking for, it's easier to find it.

And you're more apt to make it happen.

That's why visions work.

Visioning is a crazy-powerful exercise.

You get clear on what you want.

You notice more opportunities.

You take more empowered action.

And you learn to live your life like your vision is happening.

How does it work? It's simple. You tell your brain what you want over and over again. Your brain gets used to the ideas in your vision and starts to recognize the opportunities that come into your path.

It's not brain surgery ;-). Or is it?

The key with visioning is to get creative.

Don't be realistic.

Realistic is just a word we use for the parameters we put around ourselves.

I guarantee you could be thinking bigger than you are right now.

BE WILDLY UNREALISTIC. Think the impossible is possible.

It doesn't matter if you don't have any idea how you would reach that goal.

If you want it, make it part of your vision.

The minute you catch yourself thinking 'that's not realistic', that's a sign you're on the right track. Write down whatever you're thinking at that moment.

If you're feeling uncomfortable, all the better.

Your job is to resist the discomfort.

When we feel uncomfortable that's when our baby brain (the limbic brain) kicks in. That's the caveman brain that wants safety and to save energy.

So when you want to water things down, ask yourself this;

DO YOU WANT YOUR BABY BRAIN MAKING THE DECISIONS IN YOUR LIFE?

Use this mantra; *"I'm willing to fail repeatedly for the sake of this impossible goal."*

Stretch yourself.

Enjoy the prospect of what seems impossible.

You'll figure it out as you go.

The Elements of a Happy Career



What makes a happy career?

The job?

The people?

The environment?

Your attitude?

The answer is yes. All of the above. Sort of.

The way you show up is always the most important part. You can turn any situation to your advantage regardless of the *circumstances*.

I used to think that the job I had determined whether I was excited to get up in the morning.

Not true.

It's not your career that gets you excited.

Your career is a circumstance.

It's how you think about your career.

It's not the situation that makes the job perfect.

The most important aspect of any situation is how you're thinking about it.

You get to decide what perfect looks like for you.

But that doesn't mean you can't create a career that aligns with your goals and how you work best.

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You can still create clarity on what your *ideal career* looks like.

When I say 'ideal career', most people think I mean the job.

And yes, that's part of it... the actual job is important because it's what you must be trained to do or prove you can do. You must identify how it plays to your strengths, etc.

But when it comes to a *happy* career, I've identified 8 key influencers.

THE ROLE, THE PEOPLE, THE LOCATION, THE ENVIRONMENT, THE LIFESTYLE, THE ALIGNMENT, THE CULTURE AND THE PAY

Now in truth, many of these things are circumstances. It's only your thoughts about them that determine how they make you feel.

I call these *influencers* because all these things influence the amount of effort it will take for you to reach your goal.

Working with people who challenge your style of work is not an impossible task. It just takes more effort and growth on your part.

Working in an environment that doesn't inspire you is not an impossible take. It just takes more effort and growth on your part.

Your task is to understand where you want to invest your focus for effort and growth.

Are you open to investing your energy into learning how to manage people who challenge your style?

Versus say investing energy learning to perform in a culture that doesn't perfectly align with your values?

All these things are possible for you.

You need to know where the trade-offs are for you.

Where do you want to focus your effort?

What would be an ideal starting place for each key influencer category?

How does each influencer align with your goals for your career and your life.

Your goal in this part of the work is to define your ideal situation in each of the 8 career influencers. As you go through the exercise book, I'll give you prompts of things to consider for each influencer.

And then you can narrow your focus; *"Now that I know 'all the things'... what are the most important things to me."*

What influencers do I choose for my career?

Which ones do I prioritize?

It can be ANYTHING.

Let your mind explore without doubt shutting anything down.

This is going to be fun.

Your Next Career Move



What does it mean to put a stake in the ground?

People say that all the time.

I'm going to put a 'stake in the ground'.

The saying comes from the land rush when Europeans were populating North America.

It was a race for free land. People would have flags and run out and mark their land by putting a stake in the ground.

And that was their starting place.

There was nothing on the land except the stake in the ground.

And people built their lives from there, one step at a time.

I invite you to put a stake in the ground for your career.

You might think you're not ready.

You might be uncomfortable or nervous.

But those are just thoughts and feelings.

If you want to start, you can start.

If you've been following **The Essentials** training, you know everything you need to know to choose your next career move.

If you haven't done any of the other work, you can still choose.

I've identified four strategic career paths for you to consider. You can choose one of these or a combination of all of these. Or none of these.

You can add as much or as little detail as you want.

You don't have to know the exact job you want.

If you do, that's great.

You can also decide to simply mark your territory. You can decide, this is the path I want to pursue and I'm going to start to pursue it...

... *by putting a stake in the ground.*

Career Path #1 is DECIDING TO FIND A NEW JOB

You've decided you enjoy what you do, but not where you do it or who you do it with. The opportunity is to change jobs and join organizations that align with your values, your vision and your career happiness influencers.

Career Path #2 is FOCUSING ON YOU FIRST

You've realized the job was never the problem. It was how you were letting your thoughts and feelings get in your way. The opportunity is to work on how you show up before making any new moves. You've decided to work on a few mindset or behavioural priorities first.

Career Path #3 is NICHING DOWN

You've realized you really enjoy specific aspects of what you do, and you want to explore opportunities that focus more on a specific niche or field of work within your industry.

Career Path #4 is TOTAL CAREER SHIFT

You've realized that a total shift is the right move for you. You appreciate the career you've had so far, but you want something else for your future.

You can choose one path. Or a combination of paths.

You can add as much or as little detail to your choice as makes sense for you.

If you're struggling, get the coaching you need to help you forward.

Put a stake in the ground.

And start creating your path.

One brick at a time.

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The Exercises



The Exercises

In these exercises you'll create a vision for your life, your career and choose a path for your next career move.

This exercise section is designed to help you take small consistent steps forward EVERY DAY. It's laid out in mini exercises so you don't get overwhelmed. That's how our brain develops strong habits and gets comfortable with new behaviours.

Each daily exercise is designed to take you about 10-15 minutes. However, I invite you to take as long as feels right for you. Prioritize the time on your calendar at the beginning of the week to remind you of your daily commitment to yourself.

DAY 1: RESET YOUR INTENTION

Do an intentional self-reset model to identify how you want to think about these exercises in order to get the result you want.

C *Doing visioning exercises* _____

T _____

F _____

A _____

R _____

DAY 2: A DAY IN THE LIFE

Imagine yourself 5 years in the future. You've been pursuing your career goals for a while. And you're consistently managing your mindset to get you where you want to be.

YOU ARE ACTIVELY IN CONTROL OF YOUR CAREER

In this visioning exercise, I'll be setting up a series of scenarios that take place over the course of a couple of days in your future life. Your task is to describe and add texture to these scenarios.

Elaborate as much as you like. If these scenarios aren't perfect for you, change them. If you want to add more scenarios, add them. And remember, be as unrealistic as you can. You create your reality, so create a spectacular one.

Here we go.

Imagine that you just came out of a really successful meeting where you made a big presentation. People are coming up to you and saying *WOW – that was a great presentation. So inspiring. So powerful.* They're thanking you for all your hard work and they're excited for the next steps.

WHAT WERE YOU TALKING ABOUT? It can be as detailed or as generic as you like. What messages were you sending? What were you trying to inspire people to do?

Now you walk back to congratulate your team for all their hard work.

WHAT DOES YOUR TEAM LOOK LIKE? Are they there in the building? Are they remote? Is it a combination? Do you have a team? Is your boss there? What do they say to you? Describe the entire experience.

DAY 3: A DAY IN THE LIFE

After you meet with your team, you get in your car to drive to a meet-up with a colleague.

WHAT KIND OF CAR ARE YOU DRIVING? And if you don't drive, describe how you get to where you're going to meet with your colleague. Even if it's virtual.

You arrive at the meeting with your colleague.

DESCRIBE THE MEETING? Describe the place you're meeting with them. Do you go there often? If it's virtual, where is your colleague? Where are you? How do you connect?

Who is this colleague and why are you meeting with them?

DAY 4: A DAY IN THE LIFE

After your meeting, the day is over and it's time to head home..

DESCRIBE YOUR COMMUTE. What's it like? How long is it? What types of things do you do in your car during the commute?

You arrive home (or to where you're staying)

DESCRIBE YOUR HOME? What does it look like? Why is it the perfect home for you? What city are you in? What's the neighbourhood like? Why do you live there?

WHO ELSE LIVES IN THE HOUSE WITH YOU? Describe everyone else who lives in the home. How does everyone feel about your work? How do they support you? If you don't have a partner, who do you reach out to for support after a long day?

You feel empowered because you've had the courage to go after what you want in your career. And in addition to loving what you do, you're financially compensated in a way that enables you to achieve your goals.

HOW MUCH MONEY DO YOU MAKE? What does your total compensation package include? Consider benefits, long-term incentives and holiday time

WHAT DOES THAT MONEY ALLOW YOU TO DO?

WHY DID YOU PRIORITIZE THESE THREE REQUIREMENTS?

DAY 14: CAREER HAPPINESS INFLUENCERS

CATEGORY #2: THE ROLE

WHAT ARE THE CHARACTERISTICS OF YOUR IDEAL CAREER ROLE?

Consider things like ability to grow, amount of change, hours worked, people influenced or inspired, impact in the world, intrigue, inspirational qualities to you, riskiness, etc.

WHICH OF YOUR STRENGTHS DOES THIS ROLE LEVERAGE? In this case strengths are the things you love doing. What strengths and/or skills do you want to transfer with you?

DAY 15: CAREER HAPPINESS INFLUENCERS

CATEGORY #3: THE LOCATION

WHERE IS YOUR IDEAL CAREER PHYSICALLY LOCATED?

WHAT IS THE IMPACT OF THIS LOCATION ON YOUR LIFE?

Consider things like type of commute? Amount of travel? Amount of time spent at home? Ability to interact with others? How the location makes you feel, etc.

ON A SCALE OF 1-10 (10 = HIGH), HOW BIG OF AN INFLUENCE IS THE LOCATION TO YOUR CAREER HAPPINESS? _____

WHAT ARE YOUR TOP 3 OVERALL REQUIREMENTS?

WHY DID YOU PRIORITIZE THESE THREE REQUIREMENTS?

DAY 16: CAREER HAPPINESS INFLUENCERS

CATEGORY #4: THE ENVIRONMENT

DESCRIBE YOUR IDEAL CAREER WORK ENVIRONMENT.

Consider what it looks like, feels like, amount of light required, clutter, personal work space, etc.

DESCRIBE WHAT YOU ABSOLUTELY DON'T WANT.

WHAT DO YOU WEAR TO WORK?

ON A SCALE OF 1-10 (10 = HIGH), HOW BIG OF AN INFLUENCE IS THE ENVIRONMENT TO YOUR CAREER HAPPINESS? _____

WHAT ARE YOUR TOP 3 OVERALL REQUIREMENTS?

WHY DID YOU PRIORITIZE THESE THREE REQUIREMENTS?

DAY 17: CAREER HAPPINESS INFLUENCERS

CATEGORY #5: THE WORK CULTURE

HOW DOES THIS ORGANIZATION TREAT AND DEVELOP PEOPLE?

HOW DOES THIS ORGANIZATION HANDLE FAILURE? Their own or their people.

HOW DOES THIS ORGANIZATION CELEBRATE SUCCESS?

IS THIS ORGANIZATION COMMITTED TO YOUR GROWTH AND CAREER DEVELOPMENT? IF SO HOW? IS THAT EVEN IMPORTANT TO YOU?

ON A SCALE OF 1-10 (10 = HIGH), HOW BIG OF AN INFLUENCE IS THE WORK CULTURE TO YOUR CAREER HAPPINESS? _____

WHAT ARE YOUR TOP 3 OVERALL REQUIREMENTS?

WHY DID YOU PRIORITIZE THESE THREE REQUIREMENTS?

DAY 18: CAREER HAPPINESS INFLUENCERS

CATEGORY #6: THE PAY

DESCRIBE THE COMPENSATION STRUCTURE OF YOUR IDEAL CAREER.

Consider how much, how often you get compensated, the benefits, the long-term incentives, holiday, etc.

DESCRIBE THE GROWTH RATE OF YOUR FUTURE COMPENSATION. e.g. growth with inflation, annualized raises based on performance, ability to earn more, what is the salary ceiling on your ideal career? Is there one?

DAY 21: CAREER HAPPINESS PRIORITIES

WHAT ARE THE MAIN BENEFITS OF YOUR IDEAL CAREER e.g. Flexibility, more time for yourself, money, proximity, self-fulfillment, meaning and purpose, excitement, inspiration, something else? A few things?

You've now gone through all 8 influencer categories. You understand what your ideal state is in each category. You know how important each category is to you overall.

In this last part of the career happiness exercise, take the time to review your work and **create your TOP 5 LIST of priorities** for your ideal career.

This doesn't mean the other priorities aren't important. But this helps you understand where your mind is right now on trade-offs between the categories.

1.

2.

3.

4.

5.

Going through this exercise is an excellent opportunity to get clear on what you want in your ideal scenario.

Information is power.

By knowing what you're looking for, you're more apt to find it.

Also, always keep in mind that you can change your thinking and perspective on anything that's not working for you. You can always change your results by getting intentional about what you're thinking.

DAY 22: CAREER PATH

CHOOSE YOUR CAREER PATH STRATEGY. Remember you can choose one of the career paths shared in the lesson, or a unique combination that makes sense for you.

WHY DID YOU CHOOSE THAT STRATEGY?

WOULD YOU CHOOSE THIS SAME STRATEGY IF YOU KNEW YOU WOULD NOT FAIL?

ON A SCALE OF 1-10 (10 = HIGH), HOW UNCOMFORTABLE DOES THIS STRATEGY MAKE YOU?

HOW OFTEN ARE YOU WILLING TO FAIL UNTIL YOU ACHIEVE THIS GOAL?

WHY DID YOU CHOOSE THAT STRATEGY?

WOULD YOU CHOOSE THIS SAME STRATEGY IF YOU KNEW YOU WOULD NOT FAIL?

ON A SCALE OF 1-10 (10 = HIGH), HOW UNCOMFORTABLE DOES THIS STRATEGY MAKE YOU? _____

HOW OFTEN ARE YOU WILLING TO FAIL UNTIL YOU ACHIEVE THIS GOAL?

DAY 23: TAKING ACTION

BRAINSTORM 5 THINGS YOU CAN DO RIGHT NOW TO START WORKING TOWARDS YOUR CAREER PATH STRATEGY.
