

# CAREER CONSULTATION

*Building Success at Work*



WORKLIFE STRATEGIES  
www.wklf.com

## 😊 Happy/Successful @ Work? ☹️

- ▶ Your satisfaction and success at work are the product of many things working well together, a “positive perfect storm”
- ▶ It is like your physical health: you need all your systems to be healthy and aligned with each other
- ▶ If one area is compromised, you get “sick”

## Your Work “Temperature”

Rate the following statements about your current job by circling the appropriate number:

**0=rarely 1=sometimes 2=often**

- |   |   |   |   |
|---|---|---|---|
| I have enough accomplishment/achievement at work        | 0 | 1 | 2 |
| I feel invested in the work/people I am responsible for | 0 | 1 | 2 |
| I am invigorated by the challenges at work              | 0 | 1 | 2 |

## Consultation Phase I: *Assessing the “Drivers” of Your Work Satisfaction/Success*

- ❖ WHO you are (personal style, competencies, interests, satisfiers, etc.)
- ❖ WHERE you work (safety, structure, support, growth)
- ❖ HOW you work (managing tasks, relationships and challenges)
- ❖ WHAT you do (career choice/fit)
- ❖ LIFE outside of work (“balance”)

### Consultation Phase II: *Planning for Improvement*

- ▶ Review assessment findings and highlight key results
- ▶ Select the right optimization strategy:  
*(1) manage your job better*  
*(2) leave your job for something better*
- ▶ Build an aligned action plan with the right focus for increased work satisfaction and success

### Optimization Strategies

#### I. MANAGE YOUR JOB BETTER

- ✓Manage your work tasks, relationships and challenges more effectively
- ✓Compensate for a work or personal style issue
- ✓Close a competency/skill gap
- ✓Boost your work satisfiers
- ✓Upgrade your work environment
- ✓Redesign your role for better fit with your skills, work and personal style, and satisfiers
- ✓Manage a life issue that is impacting your work/career

#### II. LEAVE YOUR JOB FOR SOMETHING BETTER

- ✓Pursue a new job in your current organization for better fit with your ideal work situation, skills, work and personal style, and satisfiers
- ✓Pursue a new job in your current field in a new organization for better fit with your ideal work situation, skills, work and personal style, and satisfiers
- ✓Pursue a new career for better fit with your ideal work situation, skills, work and personal style, and satisfiers

### Consultation Phase III: *Making A Change*

- ▶ Execute your action plan
- ▶ Overcome obstacles
- ▶ Adjust the plan
- ▶ Measure progress
- ▶ PERSIST!

For further information and to start your  
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