

PREPARING FOR YOUR NEXT SUCCESS™

The most important step in preparing for your next career success is to first clarify what you want to do. Accepting a new position simply to meet a financial need, while very important, may result in a poor fit between your strengths, interests and values, and the new company's culture and needs. Instead, learn the *right questions* to ask yourself and others, to ensure that your next move aligns with your passion and purpose; and sets you up for success.

A. Utilize several of these tools to clarify your strengths and competencies.

- Clifton Strengths (StrengthsFinder 2.0)
 - <https://www.gallup.com/cliftonstrengths/en/strengthsfinder.aspx>
- The Purpose Linked Organization: How Passionate Leaders Inspire Winning Teams and Great Results by Alaina Love and Marc Cugnon. Purchase the book and use the password inside to take the assessment and learn your Passion Profile which is comprised of a primary, secondary and tertiary archetype.
- Discover Your God Given Gifts by Don and Katie Fortune. Purchase the book and answer the questions to learn your primary motivational gifts.
- The Inspiring Leader: Unlocking the Secrets of How Extraordinary Leaders Motivate by Jack Zenger and Joe Folkman. Purchase the book and identify your key leadership competencies.
- Lominger Competencies – From the list provided identify the 5-7 that are your strongest competencies.
 - <http://www.tralib.com/projects/2016/6/12/lominger-67-competencies-and-descriptions-for-leadership-training-cle3n>
- Myers Briggs Type Indicator. There are a variety of resources to take the test, but here's a link to a free mini-version.
 - <http://www.humanmetrics.com/cgi-win/jtypes2.asp>
- The DISC Personality Test. This is a link to a low cost version of the test.
 - <http://discpersonalitytesting.com/home/get-a-disc-work-assessment/>
- Disrupt Yourself: Putting the Power of Disruptive Innovation to Work by Whitney Johnson. Chapter 2: Answer these questions to identify what you do well.
 1. What skills have helped you to survive?
 2. What makes you feel strong?
 3. What is your go-to activity to feel in control?
 4. What exasperates you?
 5. What made you an oddball as a child?
 6. What do other people say you do well?
 7. What is your duck out of water story?
- Data from any other assessments or tests you may have taken in the recent past.
- Feedback from recent performance reviews.

B. Now summarize your strengths and competencies.

- What feedback best represents what you believe to be your true self?
- What feedback least represents what you believe to be your true self?
- Identify and describe the five to seven primary competencies and strengths reflected in this information?



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C. Describe your ideal next role and responsibilities.

- What aspects (role, responsibilities, culture, etc.) of your previous positions do you want to leave behind?
- What aspects (role, responsibilities, culture, etc.) of your previous positions do you want to carry forward?
- What are the top 10 functional skills you most want to use in your next position?

D. Key motivators (must-haves) and satisfiers (nice-to-haves) in your next position? (Identify each response as a motivator or satisfier.)

- What special skills, hobbies or interests do you have?
- What are your top 5 values?
- What type of people do you work best with?
- Describe your desired environment.
- What are your geography needs and willingness to travel?
- Describe the type of company you want to work with (i.e. public, private, size, revenues, market positioning, business outlook).
- What level of responsibility and compensation do you want?

E. What is your purpose?

- Purpose is the driver that propels us through life and gives meaning to our daily existence. It's the reason we exist. When we're working in an area that supports our purpose, work becomes play. We look forward to it, become energized and motivated by it. Our purpose isn't necessarily our job, but when we're "on purpose" our work will reflect and support that purpose.
- Find a quiet time and place where you will do your best thinking, and ask yourself: Why do I exist? What fulfills me? Write your answers and reflect on them until you identify the one that evokes the most emotion and power in your spirit.

F. What are you passionate about?

- Passion is the outward manifestation of deeper inner purpose. It's the emotional counterpart to purpose that points people straight to the heart of who we are. It's the visible evidence of our strongest beliefs about the importance of our role in the world. It gives voice to our purpose (from The Purpose Linked Organization).
- Key questions from John Maxwell:
 - What makes you sing? That's where you'll find joy.
 - What makes you cry? That's where your heart is.
 - What do you dream about? That's where your imagination is.
 - Where do you excel? That's where your strengths lie.
 - What makes you different? That's where you're unique.
- Where are you naturally intuitive, productive, satisfied and influential?
- What's important to you?
- What do you do that makes you *significant* (focused on others) vs. *successful* (focused on self)?

G. How will you market yourself?

- How are your strengths, accomplishments and interests reflected in your resume?
- What titles most often reflect your interests?
- What individuals will you network with?
- What organizations are you a member of? Which ones do you need to join?

- What search firms will you contact?
- What industries have positions that match your profile?
- What companies have positions that match your profile?
- Who do you know who is working in an area similar to your interests?
- Ensure that you have a social media presence, particularly on LinkedIn, and that you know what comes up when your name is Googled.

The end result of these steps should be a profile that best summarizes YOU, describes the role that represents your next success, and documents the roadmap to get there.