

The Career Experiment

FIGURE OUT YOUR BEST NEXT MOVE



Course Activity Workbook

Before We Get Started

I want to welcome you once again to the Career Experiment Course! Remember - you only have to know your next move in your career, which is exactly what we're going to figure out together in this course.

Use this workbook as the companion to each module's activities. I recommend writing all of the answers in one notebook, just be sure to keep everything in one place, it'll make the final activity that much easier if you do.

Each person will walk away with something slightly different from this course, so take from it what resonates most with you. What you get out of it will be a direct result of what you put into it, so I highly encourage you to take the time and really dig deep with each activity.

Most of all - have fun! Your career shouldn't bum you out, you should be excited with the unlimited possibilities that lay before you.

Go get 'em, tiger.

Baily Hancock

CAREER EXPERIMENT FOUNDER



MODULE 1: WHAT TO EXPECT

Welcome to the Career Experiment party! I'm so glad you're here. Before we get in too deep, take a minute to introduce yourself to the Career Experiment community in the comments below the video. If you're feeling a little shy, just [send me an email](#) instead.

ACTIVITY: INTRODUCE YOURSELF

1. What's your name, and what do you do?

2. Why are you here?

3. What was your favorite job you ever had?

MODULE 2: WHAT'S YOUR DEAL

How do you feel about your current work situation? Even the worst jobs have some positive elements to them, and it's important to train yourself to find the silver lining in even the ugliest situations (which can be applied to life in general too.) It's also crucial that you get to the heart of what you dislike about your job, so you can be sure that what you think is making you unhappy is actually the culprit.

ACTIVITY: THE LOVE/HATE LIST

4. List out 3 - 5 things you like about your current work situation, then write why that matters to you.

What You Like	Why That Matters to You
<i>I get to work with cool startups</i>	<i>I'm expanding my network</i>
1	1
2	2
3	3
4	4
5	5

5. Put a star next to the things that are non-negotiable for your next job

Ex: If expanding your network is something you really want in your next job, put a star next to it.

6. List out 3 - 5 things you dislike about your current work situation, and why that matters to you.

What You Like	Why That Matters to You
<i>I have zero flexibility of schedule</i>	<i>I feel trapped when I'm chained to my desk</i>
1	1
2	2
3	3
4	4
5	5

7. Put a star next to the things that are non-negotiable for your next job

Ex: If having a flexible schedule is something you really want in your next job, put a star next to it.

MODULE 2: THE THREE PHASES

Nobody arrives at the decision to take a course like The Career Experiment without taking a hard look at their current career satisfaction first. Reflecting on why you ended up here is an important element of the process, and assessing how dire the situation is is necessary so you can figure out how much time you have before you start flipping desks and telling your boss things you can't take back.

ACTIVITY: DIG INTO THE PHASE YOU'RE IN

8. What phase are you in?
 - A. Ready to quit
 - B. Ready for a change
 - C. Ready to go solo
 - D. Other

9. What's the #1 reason you're in that phase?
(Feel free to refer to your list of "dislikes" from the last activity)

10. On a scale of 1 - 10 (10 being your house is on fire and 1 being your air conditioner is broken), how crucial is it that you make your next move sooner than later?

MODULE 2: KEY TAKE-AWAYS

Now that you've identified why you're here, what you like/dislike about your current job, what some non-negotiable things are for your future jobs, what phase you're in, and how important it is to make a move sooner than later, let's put it all in once place so that at the end of the course when you're building your Career Compass you'll have all of the important pieces in one place.

ACTIVITY: KEY TAKE-AWAYS

11. All of your future job non-negotiables (*Answers from questions 5 and 7*)

12. Why you're in the phase you're in (*Answer from question 9*)

13. How crucial is it to make a move sooner than later (*Answer from question 10*)

MODULE 3: THE FRAMEWORK

Where you've been can be a great indicator of where you should go next. Your Career Timeline is going to be your hub for all of your past work experience (paid and unpaid), volunteer work, education, life events, and more, so do your best to fill it out as complete as possible. Think of it as a combination of all of the resumes you've ever had.

If you've kept your LinkedIn profile up to date, this shouldn't be too hard. If you haven't, see if you can dig up all of your old resumes to help you remember everything. I still remember things that I forgot to add to mine, so as you remember things just go back and add them.

All answers for the activities in Module 3 will take place on your Career Timeline spreadsheet, which can be found [here](#). Click “File” → “Save a Copy” to save it to your Google Drive so you can edit it.

Have questions? Toss them in the comments section and I'll help you out!

ACTIVITY: THE FRAMEWORK

For all questions in this activity, go to the tab called “The Framework” in the spreadsheet.

14. List out every paid job you've had since the age of 18.

15. List out every unpaid job, side gig, or internship you've had since the age of 18.

16. List out every volunteer group, club, membership association, or activity you've been part of since the age of 18.

17. List out every educational experience you've had since the age of 18.

MODULE 3: LIFE MOMENTS

Now that you have the framework set up, we're going to add in all life moments to your Career Timeline. These are things like graduations, moves, breakups, makeups, births, deaths, travel, and anything else that made a dent in your life at the time.

Why do this? Because sometimes we misalign our dislike for things happening in our lives and blame our jobs, when in actuality it was something else going on causing the unhappiness. This activity will help you get clear on the actual reason for your happiness or unhappiness.

ACTIVITY: LIFE MOMENTS

For all questions in this activity, go to the tab called "Life Moments" in the spreadsheet.

18. List out any big life events that happened throughout the time between your first entry and your most recent. Things like graduations, moves, relationship starts and ends, the birth of children, etc.

Once you complete both "The Framework" and "Life Moments" activities, copy and paste both lists into the third tab, "All Data", in chronological order (oldest at the top.)

From the next activity forward you'll be using this tab only.

MODULE 3: DIGGING DEEP

Now that you have your Career Timeline completely filled out, you can start adding in the feelings, take-aways, and lessons learned from each situation.

Why does that matter? Because satisfaction and happiness are feelings, and if we only look at the quantitative data (AKA the hard facts like titles and timeframes), then we miss out on being able to get the full picture about where the satisfaction/happiness or dissatisfaction/unhappiness came from in each situation. Bring on the feels!

ACTIVITY: DIGGING DEEP

For all questions in this activity and beyond, go to the tab called “All Data” in the spreadsheet. (Don’t answer these questions for your life moments.)

19. In **Column E**, write your favorite parts of each experience. This could be things like the office culture, your co-workers, the salary, alignment to the company’s mission, or something as silly as “Free Donuts Friday” (sometimes it’s the little things...)
20. In **Column F**, write down why you started each experience. Think back to what made you apply in the first place? What were you hoping to get out of it?
21. In **Column G**, write out your least favorite parts of each experience. This could be things like the lack of growth opportunities, you felt unappreciated, you had no autonomy, etc.
22. In **Column H**, write down why you left each experience. Think back to what made you decide that it was time to move on to something else.
23. In **Column I**, write the name of someone you met while there who became important in your life, either personally or professionally.
24. In **Column J**, write an overall take-away, or lesson learned from each experience. If you had to sum up the whole experience in one sentence, what would you say?

MODULE 3: HABIT HUNTING

Now the fun part! Go back through all of the answers to columns E through J on your Career Timeline, and start trying to identify patterns and habits. Do you always start to get the itch to quit your job after a certain amount of time? Do you tend to leave or start jobs for the same reasons?

Once you begin to dig into the data, you might be surprised to see what you learn when you take a macro perspective on your career.

ACTIVITY: HABIT HUNTING

25. Look to **Column B** at the list of timeframes for each paid work experience. Do you tend to stay in roles for a particular length of time? What is the average the amount of time you spent at each work experience?

26. Look to **Column D** at the list of roles and titles for each work experience, paid or unpaid. Have you had basically the same types of titles and roles for each? Or are they different, job to job? Have you steadily progressed in your title changes, or has your experience not been linear? (As in, have your titles varied from higher to lower throughout your experience?)

27. Look to **Column E** at the list of your favorite parts of your experiences. Is there a common theme? Do you tend to appreciate the same things about your various jobs?

28. Look to **Column G** at the list of reasons why you started each job. Are the reasons all different? Or are they similar, job to job?

29. Look to **Column F** at the list of your least favorite parts. Is there a common theme? Do you tend to dislike the same things about your various jobs?

30. Look to **Column H** at the list of reasons why you left each job. Are the reasons all different? Or are they similar, job to job?

MODULE 3: KEY TAKE-AWAYS

By now you've become very well-acquainted with your past experience, as well as the life events that happened alongside them, and how you felt about each timeframe. What we've been hunting for are your patterns, your common reactions to different situations. We've been trying to uncover **why** you've felt happy during some times, and unhappy during others.

See if anything stands out to you about your timeline that we haven't already covered. This is your chance to hone in on any habits or patterns, and decide whether you're going to make changes in the future.

ACTIVITY: KEY TAKE-AWAYS

31. Does anything in particular stand out to you about your Career Timeline?

32. Are there any habits you noticed?

33. Is there anything you plan to change about the way you approach your career going forward?

MODULE 4: WHEN I GROW UP...

What did you want to be when you “grew up”? Take a minute to consult little you to see if any of those “when I grow up” jobs can help point you in the right direction as an adult.

ACTIVITY: WHEN I GROW UP...

34. What kinds of jobs did you want to have when you were a child? List them out.

35. For your favorite of those listed above, write what you thought the typical duties would be for that job.

36. How did you think you'd feel doing that job? What would you have gotten out of it?

37. Can you incorporate those duties or feelings into your current job?

MODULE 4: DREAM JOB HUNTING

We all have those jobs we wished we had, or hope to have at some point in our careers, but that have taken a backseat sometime along the way. It's easy to psych yourself out and assume that you'll never be qualified, or worse, continue putting off going after those dream jobs until it's finally too late. Let's identify where you are professionally today, and how far off from having those dream jobs you actually are.

ACTIVITY: DREAM JOB HUNTING

38. List out your dream job(s), then put a star next to the one you're most excited about.

39. Do you know of someone who has it? Look up their profile on LinkedIn, and write down the 4 jobs/job titles they had before that one.

40. Find that job on a job board, and write down all of the bullet points you're missing to be qualified for it.

MODULE 4: CAREER EULOGY

Imagine that you're at your retirement party. Picture the location, who's there, and what your party is like. In this activity, you're going to write your Career Eulogy - the speech you want to be given about your accomplishments in your career. This is your chance to dream big, and imagine all of the things you want to have done between now and when you retire.

Have fun with it!

ACTIVITY: YOUR CAREER EULOGY

41. What's your retirement party like? Where's the location? Who's there? Describe it.

42. What do you want to be remembered for? (*Your legacy*)

43. What will be important to you to have done by the end of your career?
(*Created something, made a ton of money, won awards, helped people, etc.*)

44. What awards do you want to have won, “lists” do you want to have made it on, or other achievements do you want to have reached?

45. What industries and companies will you have wanted to work in?

46. Now put it all together, and write a paragraph or two of your “Career Eulogy”.

MODULE 4: KEY TAKE-AWAYS

Now that you've reminded yourself what you wanted to be when you grew up, you've seen how far off you are from having your dream job, and you know where you want your career to end up, you should have a solid understanding of what elements you're missing in your current career.

ACTIVITY: KEY TAKE-AWAYS

47. What can you incorporate into your current job from your "when I grow up" jobs?
(If you wanted to be an actor when you were younger, can you incorporate more presentations into your job, or something else to "scratch that itch"?)

48. What qualifications are you missing to have your dream job?

49. Are you en route to being proud of your career eulogy?

MODULE 5: ASK YOURSELF

When it comes to narrowing down your strengths, who better to ask than yourself? However, if you're naturally great at something, it can be difficult to realize that everyone's not also great at it. Here are some questions to help you hone in on what your unique strengths, talents, and skills are.

ACTIVITY: ASK YOURSELF

50. Your plane has just crash-landed on a deserted island, you and 25 others have survived. What role do you take on in the moments, days, weeks post-crash? What strengths and skills can you bring to the table to enable everyone's (or at least your) survival?

51. What's something you remember being told you were good at when you were young? *(Think back to what an elementary school teacher or a family friend might have said.)*

52. What's your typical role in a group project? *(Are you the researcher? Paper-writer? Presenter? Project Manager?)*

53. What's something that people always ask you to do for them, or have paid you to do for them?

**For all following questions in this activity, refer to your Career Timeline.
(Don't answer these questions for your life moments.)**

54. In **Column K**, write down a strength or skill that helped you get each gig.

55. In **Column L**, write down a skill or strength that you acquired at each gig.

56. Are there reoccurring strengths or skills that show up gig to gig?

MODULE 5: TESTING, TESTING...

Let's bring it back to your magazine quiz-taking days in high school and take some personality tests. I recommend Myers-Briggs, Strengths Finder 2.0, and the Fascination Advantage, but regardless of which test you take, you'll want to take at least two. Print out your results if you can, and start hunting for your strengths and potential career paths!

ACTIVITY: TESTING, TESTING, 1, 2, 3...

57. Go through the results and start highlighting the adjectives used to describe you across multiple assessments.

58. What career paths are suggested?

59. What are some strengths pointed out over and over?

MODULE 5: ASK AROUND

The final approach you'll take to figuring out your strengths is to ask the people around you. Sometimes it takes having an outsider tell you what they think you're good at to understand your real strengths, skills, and talents. Your coworkers (past and present), family members, and friends will all have a unique perspective of you, so get to asking!

ACTIVITY: ASK AROUND

Call up your **FAMILY MEMBERS**, and ask them:

60. What's something you've always thought I was great at?

61. When describing the difference between me and my siblings/me and you, what did you point out about me?

Call up your **CLOSEST FRIENDS**, and ask them:

62. If you had to describe me in 5 words, what would they be?

On LinkedIn (or via email if you're not on LinkedIn... but you should really be on LinkedIn!), reach out to at least two **COWORKERS/COLLEAGUES** (past and present) from each gig, and ask them to write you a 2 - 3 sentence recommendation including the following information:

63. What do you think my #1 strength is?

64. What did you enjoy most about working with me?

65. What do you think I bring to a team?

** Make sure to offer to return the favor for them!

MODULE 5: KEY TAKE-AWAYS

Now that you've asked yourself, taken multiple personality assessments, and asked the people around you, you should have a pretty good idea of what your primary strengths are. You should also have a solid understanding of some potential career paths that align well with those strengths, now you get to decide which ones sound most exciting to you.

ACTIVITY: KEY TAKE-AWAYS

66. Look back to the answers from each section of this module. What are your top 5 strengths/skills?

67. List out 5-10 potential jobs or career paths mentioned that support those strengths.

68. Rank those jobs/career paths in order of most to least exciting.

MODULE 6: WHAT ARE YOU INTO?

Identifying what topics you're interested in can help lead you in the right direction to finding an industry that you love. When you're passionate and curious about the industry in which you work, going to your job every day can be a lot of fun. Let's hone in on what topics do it for you.

ACTIVITY: WHAT ARE YOU INTO?

69. If you had to give a 5-minute talk on any topic, what would you talk about

70. When you go to trivia night, what category do you always ace?

71. Look through the company accounts you follow on Instagram or Twitter - write down 5 of them.

72. What newsletters or magazines do you subscribe to?

73. What websites do you visit and read every day?

74. What do you spend most of your discretionary income on?

75. What topics could you read about endlessly and not get bored?

MODULE 6: LOVE THE INDUSTRY YOU'RE IN

Now that you're clear on what your interests are, begin honing in on which industries they fall into. When you find industries that you're passionate about, it becomes really exciting to start hunting for potential companies that fit within them.

ACTIVITY: LOVE THE INDUSTRY YOU'RE IN

76. What industries do your dream jobs fall into?

77. What industries do your various interests from the last activity fall into?

78. What are some companies that fall into all of the above-mentioned industries?

79. On your Career Timeline in **Column M**, write in what industry each gig was.

MODULE 6: KEY TAKE-AWAYS

By now you should have a solid understanding of how your passions and interests can be used to guide you toward industries and companies that you'd be super excited about working at every day. When you combine a role that you're naturally great at with an industry that you're into, magic can happen.

ACTIVITY: KEY TAKE-AWAYS

80. List out 2 - 3 industries you're curious about based on your interests.

81. List out 3 - 5 companies within each of those industries.

82. Rank them in order of most to least exciting.

MODULE 7: MEMORY LANE

It's time to identify the timeframes when you were happiest at work. Once you do that, you'll then be able to hone in on what was motivating you at each of those jobs, and begin to build your list of "carrots", or motivators.

ACTIVITY: TAKE A TRIP DOWN MEMORY LANE

Refer to the "All Data" tab on your Career Timeline for this activity

83. Think about what time period in your professional life was your favorite. Why?

84. What was your least favorite time period. Why?

85. Look to **Column E** at the list of your favorite parts of your experiences. Is there a common theme? Do you tend to appreciate the same things about your various jobs?

86. Look to **Column G** at the list of your least favorite parts. Is there a common theme? Do you tend to dislike the same things about your various jobs?

MODULE 7: YOUR CARROTS

Now that you've honed in on the timeframes where you were happiest and unhappiest, you should start to see some patterns emerge. Get even more clear on what specifically about those timeframes actually brought you happiness, AKA how are you individually motivated?

ACTIVITY: YOUR CARROTS

87. Look back to your list of Non-Negotiables - what are your top 5 motivators?
(*Example - autonomy, money, recognition, competition, etc.*)

88. List 5 - 7 additional motivators that would be nice to have, but aren't crucial.

89. In your dream job scenario, how are you motivated at work?

90. In 5 adjectives, describe how you want to feel at work.

MODULE 7: KEY TAKE-AWAYS

Aligning your core motivators to a company culture is a step most people skip when job-hunting, but it's arguably the most important. When you're motivated in a way that feels right to you, it's easy to be in love with your company. Get clear on what drives you as an individual, and you'll be better prepared to find the right company culture fit going forward.

ACTIVITY: KEY TAKE-AWAYS

91. List out your 5 Non-Negotiable motivators in order of most to least important.

92. Write out 5 adjectives that describe how you want to feel when you're at work.

93. Describe your dream company culture.

MODULE 8: CAREER COMPASS

This is it - the FINAL piece of the Career Experiment Course: Your Career Compass. All you have to do now is fill in the blanks by looking to some of your answers from the previous activities. Below are the question numbers to look to for the answers, on the next page fill in the blanks with the answers that correspond to that question number.

Once you're done with the course, print this out, make it your desktop background, frame it - I DON'T CARE - just don't shove it in a drawer and forget about it. The Career Compass is the whole point of this course, as it should serve as your guide to your best next move.

ACTIVITY: YOUR CAREER COMPASS

- 38. _____
- 48. _____
- 66. _____
- 68. _____
- 80. _____
- 82. _____
- 89. _____
- 91. _____
- 92. _____
- 93. _____

MY CAREER COMPASS

I, _____, work in the _____ industry at a
_____ **your name** _____ **80**
company like _____. I'm motivated
_____ **82**
by _____ and I'm able to use my strengths
_____ **91**
of _____ in the role
_____ **66**
of _____.
_____ **68**

When I go to work everyday, I feel _____, because the
_____ **92**
company culture is _____. I love working here because I
_____ **93**
have _____, and I'm on my way to becoming
_____ **89**
a _____ because my company supports me
_____ **38**
gaining _____ skills.
_____ **48**

I know that it's worth it to regularly check in with myself to make sure that I'm still feeling satisfied and excited about my work situation, because life is too short to hate my job. When I decide it's time to move on, I now have the tools to help me figure out my **best next career move.**

MEET THE CAREER EXPERIMENT FOUNDER



*Baily
Hancock*

Hey there - I hope you enjoyed this course, I created it for us. At multiple times in my career, I've felt lost, overwhelmed with options, and simultaneously underwhelmed with my day to day work. I've made the same mistakes over and over, neglecting to realize my own patterns of behavior and bad habits.

It wasn't until I was at my wit's end, suffering from panic attacks in the parking garage at a job I hated when I realized that I was the one standing in my way to finding career happiness. It was then that I created the Career Experiment, and began testing the strategy out on myself. Over time I began telling my friends and colleagues about it, and time after time they'd tell me how they felt the same, and have been trying unsuccessfully to figure out their next move as well. One thing led to another, and the Career Experiment course was born. Oh, and I quit that job, and have never looked back since.

Life really is too short to hate your job, so start treating your career like the adventure it is. I promise, it's way more fun than having panic attacks in the parking garage.

The Career Experiment