

Transitional Leadership

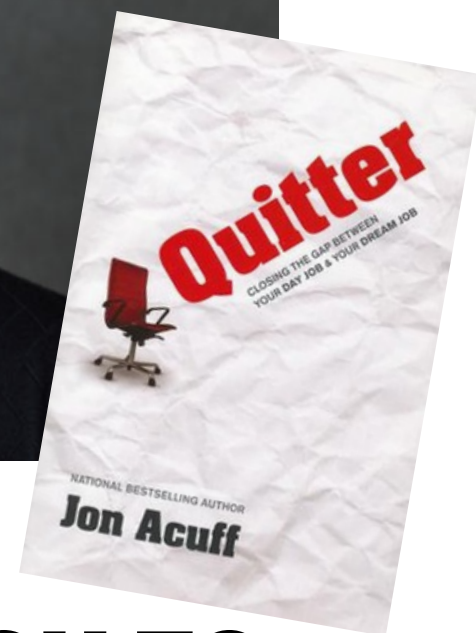


Whether big or small, change is something that every organization goes through. Both seasoned leaders and new ones alike can have a tough time navigating these situations. As leaders, it's important to know how to cope with change and effectively communicate it with your team. This also includes dealing with new challenges, workflow disruptions, and feedback from your team.



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**TRUST
THE
PROCESS**
”
Joel Embiid
NBA AllStar

This season might not feel like it, but you're the MVP of your career! Joel Embiid coined the phrase "Trust the Process" in a season when he was borderline labeled "bust." His adversity was injury and expectations. Whatever your adversity might be, just know there is a process that you can follow to achieve your goals.



“ I DON'T WANT YOU TO WAKE UP AT SIXTY-FIVE AND REALIZE, 'I SPENT FORTY OF MY BEST YEARS DOING SOMETHING THAT JUST FUNDED MY LIFE”

**JON ACUFF
AUTHOR**



**“IF YOU ARE DETERMINED
AND WANT IT, YOU CAN
JUST GO FOR IT.**

**MELANIE PERKINS
(CEO/FOUNDER
OF CANVA)**



When you think about changing careers it is important to have a process for navigating your decisions in a strategic effort. Everyone has their own timeline for advancing to the next stage so use the framework below in a way that makes the best sense for you.

4 Stages of Career Decision Making

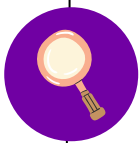


4 Stages of Career Decision Making



Self-Reflection

This part of the process is marked with assessing one's values, interests, skills, personality, strengths and so much more. Reflect on what is important to you. What are your needs? What are your goals? Are there some things that have been pulling on your heart? Talk to people you trust such as a friend, family member, colleague, counselor or coach. Take an assessment. Free write.



Information Gathering

After you do some self-reflection it is now time to see what is out there. Take a look at the workforce through online resources or in-person informational interviews to get meaningful feedback about the organizations, industries, and job types that fit your career needs. You might want to know about salary, common skills, geographical data, trends, company culture and so much more.



Gaining & Maximizing Work Experience

In order to level up your career you now need to take practical steps. You don't necessarily need to go back to school and get another degree to advance your career. There are so many ways that you can up-skill, get exposure or learn something new. You should do an in-depth gap analysis to know how qualified and marketable you are for your desired career. After you do a gap analysis begin to take steps towards leveling up your career.



Career Advancement & Reframing

Advancement looks different for all of us. For some, it might be coming into a role with more money and responsibility. For others, it might be a role that focuses on skills that are more congruent with your interests. Regardless of what this new opportunity looks like, it is important to be mindful of how this change affirms your values. You've done it. You've leveled up. Enjoy this chapter of life and continue to grow!

ON A SCALE FROM 1 - 10, RANK HOW RELEVANT THESE STATEMENTS ARE TO YOU

1 = NOT RELEVANT
10 = MOST RELEVANT

- I need help developing confidence in knowing the value I bring to a company
- I need help clarifying my career goals
- I need help exploring career opportunities
- I need help setting the necessary goals to change careers
- I need help developing & leveraging my personal brand for the job search
- I need help developing & executing a job search strategy
- I need help with accountability execute a job search