

# CAREER CHANGE CONSIDERATIONS



*Review your mindset, life & work preferences to make intentional choices for your future professional path*

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# EMBRACE FLEXIBILITY TO MAXIMIZE YOUR GROWTH

## INTRODUCTION

Whenever we are considering a change or when a change is unexpectedly thrust upon us and we are assessing our next steps, it can be helpful to step back and consider how we feel and what is most important. Uncertainty can be unsettling, so the more you can know yourself, the easier it will be to adapt to periods when you may not have clarity or know what will happen. In a fluid and unpredictable environment, learning to become comfortable with not having all the answers can allow you to be flexible and adapt to new opportunities with more ease.

Psychological research has demonstrated the **importance of a growth vs. a fixed mindset** and the **power of grit and resilience** to people's success. Knowing yourself will give you greater insight to make intentional choices. By understanding what is driving your thoughts and reactions, you will feel empowered to make better decisions for your future. Being proactive, rather than simply reacting to what arises will allow you adapt and flex to change and move through any challenges with greater ease. or being able to anticipate the future for our careers?

Being willing to confront our discomfort with change can help us make better decisions. One way to grow and adapt your career is to know yourself – to make the best choices for yourself. By actively engaging in making the best decisions for you, you can take back some control over your destiny to better navigate challenges.

## BACKGROUND

I've supported over a thousand leaders to find fulfilling work that aligns with their values, so they can make the impact and income they desire. In fact, I've written a book about it, ***So, what Do You Do? The Authentic Alchemy Path to Find Who You Are***. You can learn more about it on my website (at [www.growthwarrior.co/book](http://www.growthwarrior.co/book)) or check it out on Amazon. I offer multiple strategies, tools and exercises to guide you to more meaning and purpose. You can find additional resources on my website to support your growth.

# EMBRACE FLEXIBILITY TO MAXIMIZE YOUR GROWTH

## HOW TO USE THIS GUIDE

Whatever has brought you here, I hope this guide can give you some more clarity around your values and needs. Review the Work and Life Considerations pie charts on page 5 to get more context. Then on the subsequent pages six through eight you can dive deeper to explore your personal preferences.

First, you will consider whether you prefer flexibility and change which are future-oriented over fixed stability which tends to focus on the past and present. Then you will specifically review several aspects of your MINDSET, WORK STYLE and LIFESTYLE priorities. You are invited to clarify your ability to adapt and flow with change versus your need for security, so you can make choices that support you to feel more comfortable.

There are no right answers – only insight about what matters to support you in making better and more aligned decisions. Only you can know what you need to succeed. The more clarity you have around the types of environments and situations that feel more comfortable, the easier you will be able to make thoughtful decisions for your future.

You get to choose where and how to focus your energy going forward. Knowing what matters most and where you can be best aligned in these three important aspects of your life and work will better equip you to make choices that support your growth – from helping you select the best jobs, to where you live and how you want to work. Focusing on what you care most about will let you choose the environments where you can excel and make better, more informed choices for the future.

Here's to your growth!

*Lenore*

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Schedule a complimentary DISCOVERY CALL here: <https://calendly.com/growthwarrior/discovery>

# USING FLEXIBILITY TO MAXIMIZE GROWTH

## ABOUT LENORE

Lenore Kantor is a transformational coach, inspirational speaker, career advisor and mentor for conscious leaders, founders, and soulpreneurs. for high-achievers seeking heart-driven success. She is the founder of Growth Warrior and the author of *So, What Do you Do? The Authentic Alchemy Path to Find Who You Are*, a heart-centered guide for uncovering your authentic calling.

As a founder and former corporate marketing exec, Lenore combines strategic business expertise with the intuitive insight of a holistic healer. She has guided over a thousand seekers to more personal fulfillment and professional purpose. Lenore is available for individual coaching, professional development programming, book talks, and more.



Lenore Kantor

PRESIDENT & CHIEF GROWTH OFFICER



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## LEARN MORE

Reach out for a complimentary Discovery Call to discuss your career goals here: (<https://calendly.com/growthwarrior/discovery>). This is an opportunity to explore your goals and challenges with Lenore, to learn how private transformational coaching can empower you to find more meaning, purpose and fulfillment. Lenore has guided many conscious leaders, founders and soulpreneurs to live in alignment with their values and make the impact and income they desire. Please reach out if you are ready to explore how you can create more of what you want. This will be an informative discussion of where you are at with no obligation to work together.

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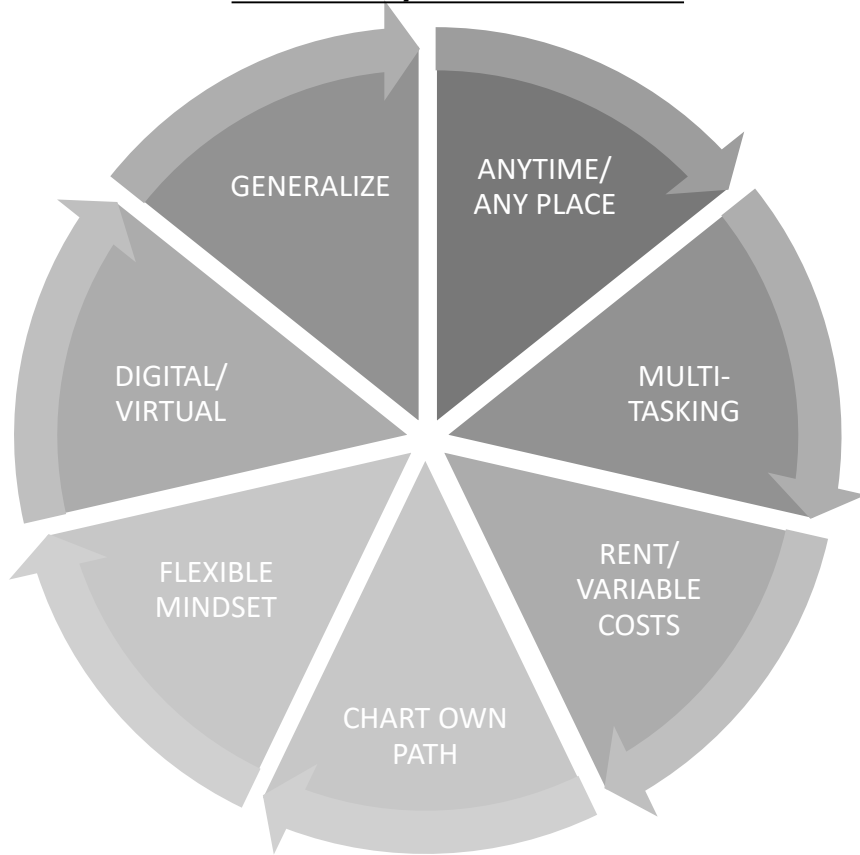
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# WORK AND LIFE CONSIDERATIONS

## NOTICE WHICH CATEGORIES YOU PREFER

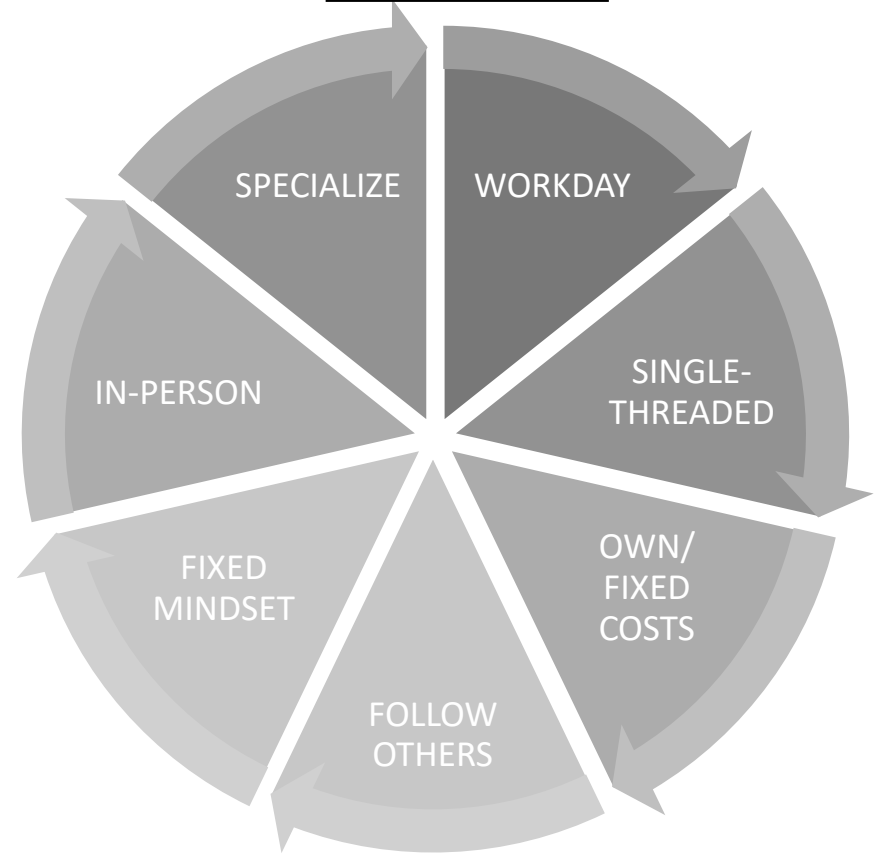
Consider the characteristics below for Flexible / Changeable (on the left) and Fixed/ Stable (on the right) and give yourself a point for each slice of the pie you relate to. This can help you notice your overall orientation, focus and tolerance for risk.

### FLEXIBLE / CHANGEABLE



PROCESS-ORIENTED / FUTURE

### FIXED / STABLE



RESULTS-ORIENTED / PAST & PRESENT

# CAREER CONSIDERATIONS WORKSHEET

Mind Set

## MAKE SMART DECISIONS BASED ON YOUR PREFERENCES

On this page, reflect upon your natural thought processes and how you most think about approaching life.

	FIXED / STABLE	FLEXIBLE / ADAPTABLE	MY PREFERENCE
1	<b>SPECIALIZE: GO DEEP</b> <ul style="list-style-type: none"> <li>• I like being a Subject Matter Expert</li> <li>• I have focused expertise (SPECIALIST)</li> <li>• I'm a linear thinker – I prefer DEPTH</li> <li>• I'm interested in achieving mastery</li> </ul>	<b>GENERALIZE: GO WIDE</b> <ul style="list-style-type: none"> <li>• I'm flexible and adaptable</li> <li>• I have many skills (GENERALIST)</li> <li>• I'm a creative thinker &amp; prefer BREADTH</li> <li>• I'm good at many things, master of none</li> </ul>	
2	<b>FIXED MINDSET</b> <ul style="list-style-type: none"> <li>• I like being committed</li> <li>• I'm highly practical</li> <li>• I tend to be more rigid, less flexible</li> <li>• I prefer execution &amp; implementation</li> </ul>	<b>RESILIENT/FLEXIBLE MINDSET</b> <ul style="list-style-type: none"> <li>• I tend to be more fluid &amp; go with the flow</li> <li>• I am self-responsible</li> <li>• I prefer openness &amp; innovation</li> <li>• I'm a creative, idea generator</li> </ul>	
3	<b>FOLLOW OTHERS</b> <ul style="list-style-type: none"> <li>• I appreciate being given direction</li> <li>• I like a steady paycheck</li> <li>• I have a need for consistency</li> <li>• I prefer structure</li> <li>• I have a low tolerance for risk</li> </ul>	<b>CHART YOUR OWN PATH</b> <ul style="list-style-type: none"> <li>• I like setting my own direction</li> <li>• I'm OK with unpredictable incomes</li> <li>• I can set my fees &amp; adjust to market rates</li> <li>• I prefer control over decisionmaking</li> <li>• I have a fairly higher risk tolerance</li> </ul>	
4	<b>PAST &amp; PRESENT</b> <ul style="list-style-type: none"> <li>• I like standards &amp; following a playbook</li> <li>• <i>“How things are/have been done”</i></li> </ul>	<b>FUTURE</b> <ul style="list-style-type: none"> <li>• I like to see &amp; create new possibilities</li> <li>• <i>“How things might be done”</i></li> </ul>	

**PERSONAL REFLECTION:** What is my overall tolerance for risk? How do I best manage my energy – on my own or in connection with others? How much control do I need or want over my environment and situation to feel safe and be productive?

# CAREER CONSIDERATIONS WORKSHEET



## MAKE SMART DECISIONS BASED ON YOUR PREFERENCES

On this page, consider your professional needs and how you work best.

	FIXED / STABLE	FLEXIBLE / ADAPTABLE	MY PREFERENCE
5	<b>IN PERSON / INTERPERSONAL</b> <ul style="list-style-type: none"> <li>I strongly prefer IRL (In Real Life)</li> </ul>	<b>TECHNOLOGY / DIGITAL</b> <ul style="list-style-type: none"> <li>I enjoy working remotely</li> </ul>	
6	<b>9-5 PM</b> <ul style="list-style-type: none"> <li>I prefer to work from home</li> </ul>	<b>ANYTIME</b> <ul style="list-style-type: none"> <li>I can work anywhere / any place</li> </ul>	
7	<b>SINGLE THREADED</b> <ul style="list-style-type: none"> <li>I like doing one thing at a time</li> <li>I focus on my immediate situation</li> </ul>	<b>MULTI-TASKER</b> <ul style="list-style-type: none"> <li>I can manage multiple projects/priorities</li> <li>I see broader relationships in the future</li> </ul>	
8	<b>RESULTS-ORIENTED</b> <ul style="list-style-type: none"> <li>I prefer to focus on outcomes</li> <li>I am guided by deliverables</li> <li>I care about NUMBERS &amp; QUANTITY</li> </ul>	<b>PROCESS-ORIENTED</b> <ul style="list-style-type: none"> <li>I'm more interested in experiences</li> <li>I values the journey and exploration</li> <li>I care about OUTCOMES &amp; QUALITY</li> </ul>	

**PERSONAL REFLECTION:** Where can I excel, by focusing on my existing strengths or building and learning new skills? How much control do I need over my environment and working conditions to feel safe and be productive? Am I most productive when I focus, or do I prefer managing multiple projects and priorities? Do I enjoy forging my own way or following a defined path with structured guideposts? How important is where I live and work to my job?

# CAREER CONSIDERATIONS WORKSHEET



## MAKE SMART DECISIONS BASED ON YOUR PREFERENCES

Here, consider how you want to live. What do you value in your life? What matters most to you?

	FIXED / STABLE	FLEXIBLE / ADAPTABLE	MY PREFERENCE
9	<b>OWN</b> <ul style="list-style-type: none"> <li>• I prefer a committed location</li> <li>• I form attachments to things</li> <li>• I like to be planted and rooted</li> </ul>	<b>RENT</b> <ul style="list-style-type: none"> <li>• I enjoys new environments</li> <li>• I prefer having fewer possessions</li> <li>• I like to roam</li> </ul>	
10	<b>FIXED COSTS</b> <ul style="list-style-type: none"> <li>• I like predictable expenses</li> </ul>	<b>VARIABLE COSTS</b> <ul style="list-style-type: none"> <li>• I can control my spending</li> </ul>	
11	<b>STAY AT HOME</b> <ul style="list-style-type: none"> <li>• I'm a bit of a homebody</li> <li>• I love having a staycation</li> <li>• Give me a good book to read</li> </ul>	<b>TRAVELLER</b> <ul style="list-style-type: none"> <li>• I enjoy the nomadic life</li> <li>• I love connecting on calls or gatherings</li> <li>• I crave new experiences</li> </ul>	
12	<b>INTROVERT</b> <ul style="list-style-type: none"> <li>• I get energy from PRIVACY &amp; ALONE TIME</li> <li>• I value REFLECTION</li> </ul>	<b>EXTRAVERT</b> <ul style="list-style-type: none"> <li>• I derive energy from PEOPLE</li> <li>• I strongly value RELATIONSHIPS</li> </ul>	

**PERSONAL REFLECTION:** How important is where I live and work to my job? Which do I need and prefer – safety and security or freedom and flexibility? What do I value – time vs. money, challenge and risk vs. certainty and stability?