



Intentional Career Management: *Creating and cultivating your career story*

*Led by Modern Therapy's
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Hello



Holly Coneway, LPC, licensed therapist and ICF coach



INTENTIONALITY

An **unintentional life** accepts things as they are and does little on purpose

An **intentional life** is filled with a sense of personal agency to do the things that propel life in the direction YOU want it to go

OBJECTIVE:

- Work Dowry Self-Assessment
- Transition stories
- Values
- Career Identifiers
 - Phase of career-life
- Job Crafting Exercises



**All people have complex
identities, histories, &
relationships**

**“Burdens of self have never
been heavier”**

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A woman with blonde hair, identified as Esther Perel, is speaking on a stage. She is wearing a dark blazer over a dark top and has her hands raised in a gesturing motion. The background is dark with blue stage lighting.

ESTHER PEREL
ON WORK RELATIONSHIPS

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An aerial photograph of a paved path or sidewalk. The path is made of light-colored concrete slabs. To the left of the path, there are trees with green and yellowing leaves. To the right, there is a large, dark green palm tree and some other vegetation. The lighting suggests it might be late afternoon or early morning, with long shadows cast across the path.

Esther Perel's "Dowry":

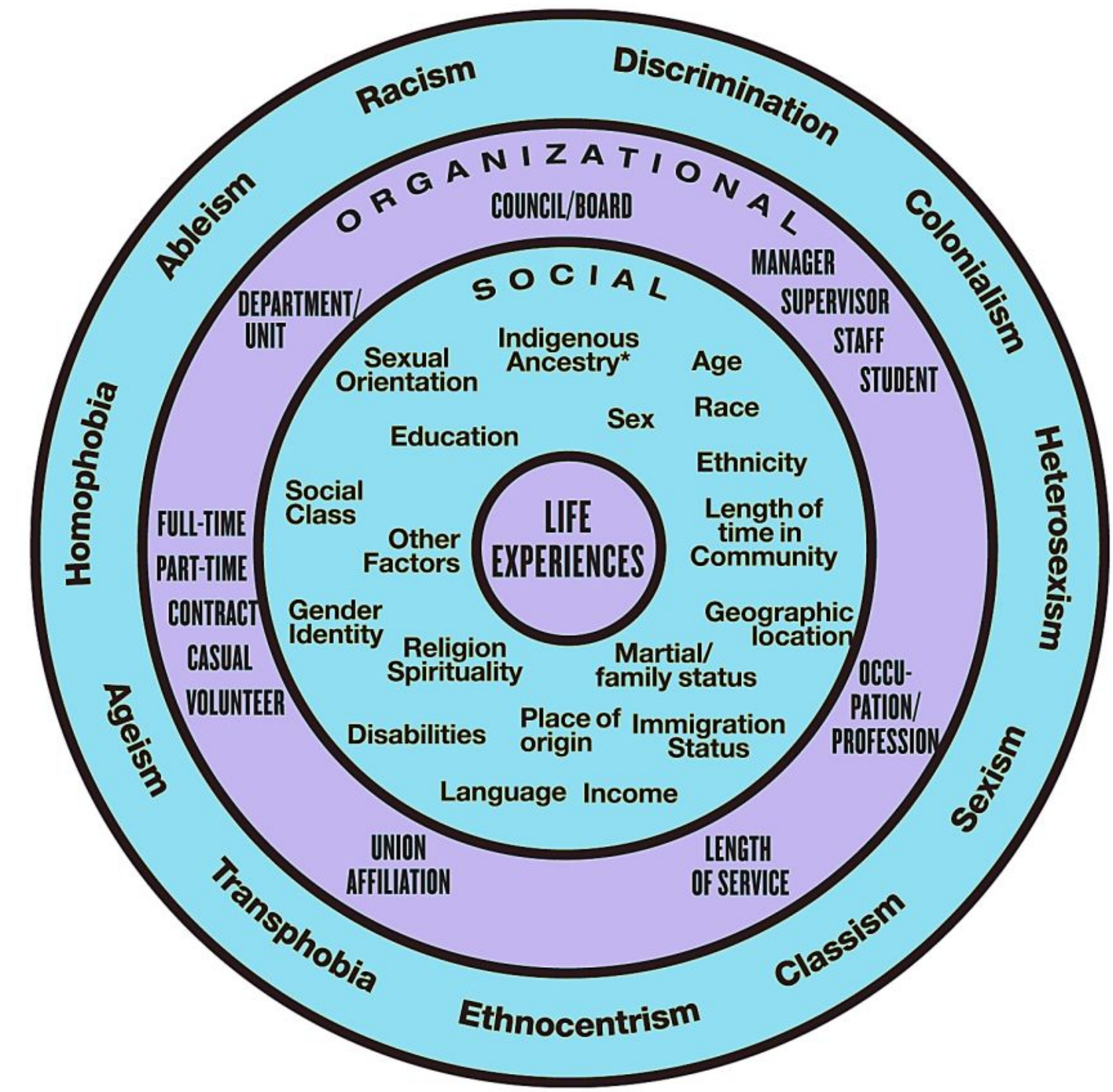
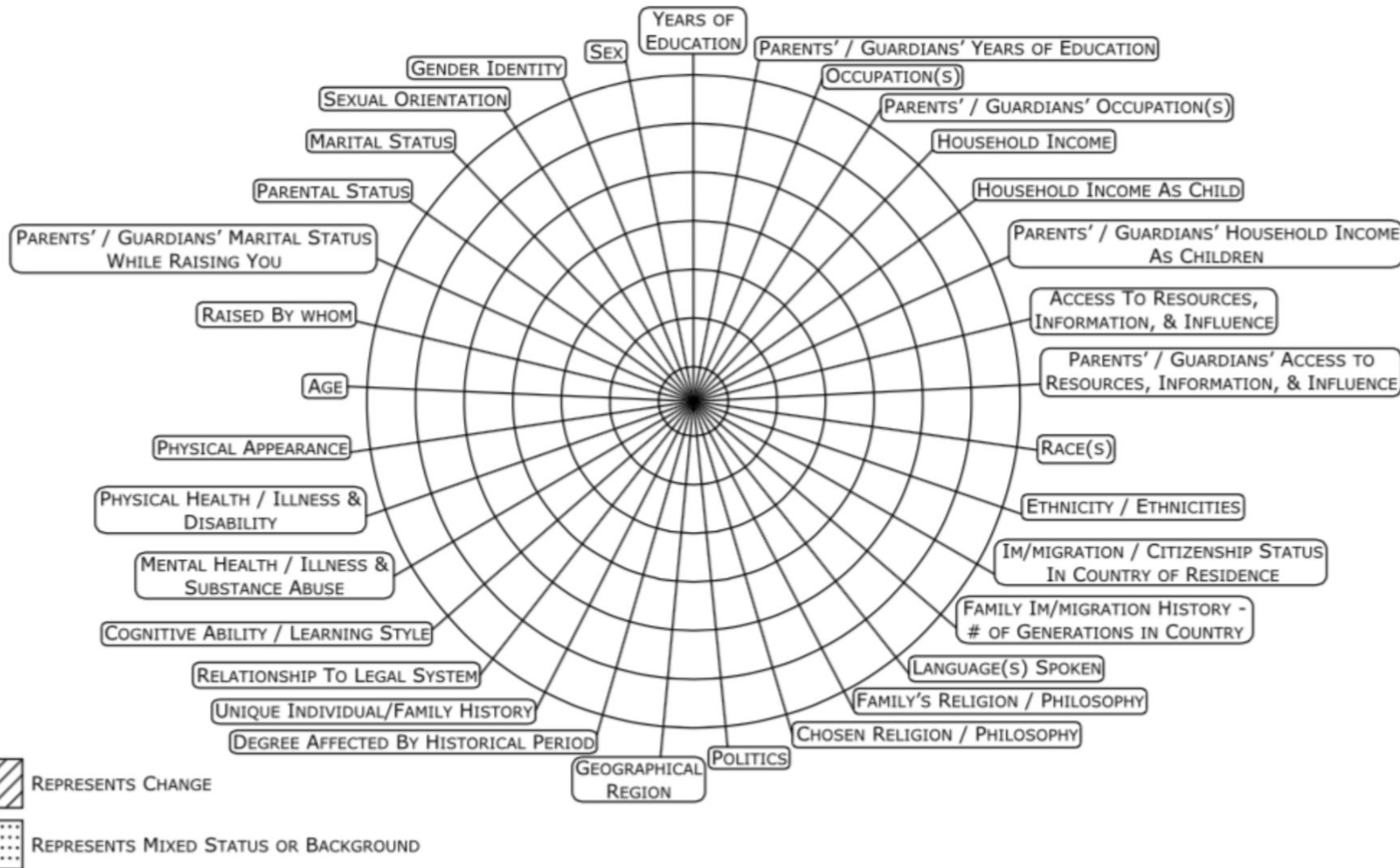
All the things you bring into any relationship or interaction based on your unique set of personal, cultural, familial, societal experiences

An aerial photograph of a paved walkway or sidewalk. The path is made of light-colored concrete slabs. To the left of the path, there are several trees with green and yellowing leaves. To the right, there is a large, dark green palm tree and some other vegetation. The ground between the path and the trees is a mix of dirt and grass. The overall scene is captured from a high angle, looking down on the path.

Esther Perel's "Work Dowry":

**All the things you bring into THE
WORKPLACE and WORK
RELATIONSHIPS based on your
unique set of personal, cultural,
familial, societal experiences**

The complex Identities we bring to work





Work Dowry Self-Assessment:

-What is something you bring to work with you (a characteristic, a mindset, an expectation, etc)?

-How might this be connected to your history? This example is one ***small*** part of your Work Dowry.

Write down the first characteristic and the first memory that comes to mind

Work and Personal Values

from UC Berkley Career Center

A value is a belief and a priority that is meaningful to you. Values are desirable qualities, standards, or principles that serve as your guiding force, especially when making decisions and pursuing options that best meet your needs and lead to increased happiness. Values influence both your actions and reactions. Therefore identifying and focusing on your work and personal values helps you clarify what is most important to you, and helps you become more successful and satisfied in life. By clarifying and applying your values, you can achieve enhanced self-awareness and ultimately be guided towards a more satisfying career.

Check off all the values that you currently consider important in both your career and life planning.

<u>Work Environment</u>	<u>Work Content</u>	<u>Work Relationships</u>	<u>Intrinsic & Personal Values</u>
<input type="checkbox"/> Flexibility	<input type="checkbox"/> Achievement-focused	<input type="checkbox"/> Teamwork focus	<input type="checkbox"/> Integrity
<input type="checkbox"/> Work under tight deadlines	<input type="checkbox"/> Precision work	<input type="checkbox"/> Trust among colleagues	<input type="checkbox"/> Status/prestige
<input type="checkbox"/> Pleasant surroundings	<input type="checkbox"/> Challenging work	<input type="checkbox"/> Cultural diversity	<input type="checkbox"/> Achievement/results-oriented
<input type="checkbox"/> Time freedom	<input type="checkbox"/> Serve as a leader	<input type="checkbox"/> Caring relationships	<input type="checkbox"/> Respect from others
<input type="checkbox"/> Stability & security	<input type="checkbox"/> High levels of competence required	<input type="checkbox"/> Competitive environment	<input type="checkbox"/> High levels of responsibility
<input type="checkbox"/> High earnings/salary	<input type="checkbox"/> Ability to see tangible results	<input type="checkbox"/> Cooperation & collaboration	<input type="checkbox"/> Power
<input type="checkbox"/> Action-oriented	<input type="checkbox"/> High-risk work	<input type="checkbox"/> Humor & fun	<input type="checkbox"/> Influence people
<input type="checkbox"/> Relaxed work pace	<input type="checkbox"/> Work on cutting edge of knowledge	<input type="checkbox"/> Harmony – low levels of conflict	<input type="checkbox"/> Appreciation
<input type="checkbox"/> Quiet environment	<input type="checkbox"/> Detail-oriented	<input type="checkbox"/> Autonomy	<input type="checkbox"/> Belonging and sense of community
<input type="checkbox"/> Highly organized	<input type="checkbox"/> Social activism focus	<input type="checkbox"/> Recognition for accomplishments	<input type="checkbox"/> Equality
<input type="checkbox"/> Excitement	<input type="checkbox"/> Intellectual stimulation	<input type="checkbox"/> Support from supervisors & managers	<input type="checkbox"/> Independence
<input type="checkbox"/> Work under pressure	<input type="checkbox"/> Excellence valued	<input type="checkbox"/> Open communication	<input type="checkbox"/> Focus on service/contribution
<input type="checkbox"/> Predictability & structure	<input type="checkbox"/> Focused/detailed work	<input type="checkbox"/> Work independently	<input type="checkbox"/> Authenticity
<input type="checkbox"/> Specific location	<input type="checkbox"/> Opportunity for creativity & self-expression	<input type="checkbox"/> Coworkers considered friends	<input type="checkbox"/> Commitment
<input type="checkbox"/> High volume of public contact	<input type="checkbox"/> Change & variety	<input type="checkbox"/> Shared values	<input type="checkbox"/> Work-life balance
<input type="checkbox"/> Comfortable & stable income	<input type="checkbox"/> Growth opportunity	<input type="checkbox"/> Colleagues provide intellectual challenge & stimulation	<input type="checkbox"/> Honesty
<input type="checkbox"/> Work outdoors	<input type="checkbox"/> Control of daily work		<input type="checkbox"/> Directly help others
<input type="checkbox"/> Private office	<input type="checkbox"/> Adventurous work		<input type="checkbox"/> Impact society
<input type="checkbox"/> Safe environment	<input type="checkbox"/> Helping others		<input type="checkbox"/> Justice & fairness
<input type="checkbox"/> Aesthetically pleasant surroundings	<input type="checkbox"/> Initiative driven		<input type="checkbox"/> Connection to religion/spirituality

Now that you have identified, go back and circle the top 10 values that are the most essential to your overall happiness and career satisfaction. On the following page, prioritize your values, define them in your own words, and identify specific key examples of when each value was or was not met in a past experience.

A photograph of a desk setup. In the background, a laptop is open, displaying a website with various elements. In the foreground, there is a wooden desk with an open notebook, a pen, a white ceramic coffee cup on a wooden coaster, and a glass vase containing pink flowers. A black rectangular box is overlaid on the center of the image, containing the text 'Transition Stories' in yellow.

Transition Stories

Take Home Transition Story Exercise:

Think back through the journey that has created your complex work identities and work dowry. Pay particular attention to any transitions that occur in that story.

- Why did the transition occur?
- What values were present and obvious to you at that time?
- What does this tell you about yourself?

Career Identifiers

- **Phase of career-life**
- **Growth pace & style: Rockstar or Superstar?**

In 2008 the economists David Blanchflower and Andrew Oswald found that self-reported life satisfaction takes the form of a gently curving U, beginning high in youth, bottoming out in our mid-40s, and then recovering as we get older. The pattern is robust around the world, affecting both men and women. And it persists when we correct for other variables, such as parenthood. The curve is gentle but significant: The average contentment gap between age 20 and about 45 is comparable to the drop in life satisfaction associated with being fired or getting a divorce

YOU
ARE
HERE

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STEEP GROWTH TRAJECTORY

Change agent

Ambitious at work

Want new opportunities

“Superstar”

GRADUAL GROWTH TRAJECTORY

Force for stability

Ambitious outside of work or simply
content in life

Growth

Happy in the current role

“Rock Star”

Tool to increase vitality: **Job Crafting**



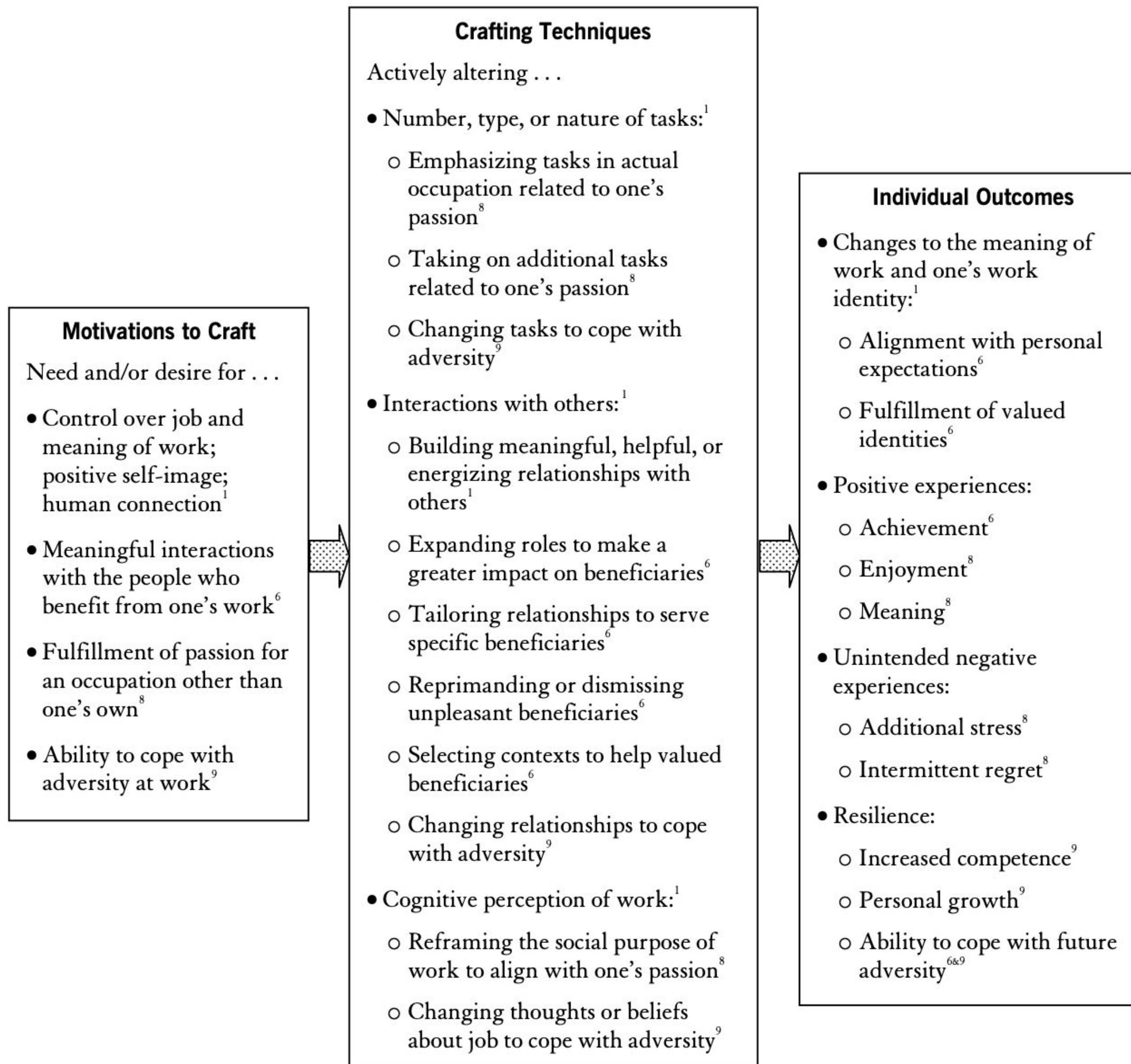


Figure 1 - Summary of Key Job Crafting Research Findings



Task-Crafting Question: How is your time and energy currently allocated?

- **Imagine a typical day for yourself.** What are you doing? What are the first 5 tasks that come to mind? What percentage of your day would you estimate you spend on each of them?

How do you feel about what you see?



Relationship- Crafting Question:

Who do you spend your work day interacting with?

- For each of your tasks, what groups or individuals are involved?
- How could you craft your interactions to best fit your values, passions, and strengths?



Cognitive-Crafting Question:

How do you frame the work that you do in your mind?

- How often do you think about how your work gives your life purpose and direction?
- How often do you remind yourself of the impact your work has on the broader vision of the organization? On the community?

What can you control?

- What do you need to tweak?
- What do you need more of?
Less of?

**A model for making
values-based decisions**

More support

- **Manager**
- **HR Team**
- **EAP**
- **External Coaching or Therapy**

CONTINUED READING

INTENTIONAL LEARNING:

<https://www.mckinsey.com/featured-insights/future-of-work/the-most-fundamental-skill-intentional-learning-and-the-career-advantage>

CAREER CONVERSATIONS:

https://info.advantageperformance.com/hubfs/docs/15minCareerConv_APG_03-2019.pdf

JOB CRAFTING:

<https://hbr.org/2020/03/what-job-crafting-looks-like>

<https://positiveorgs.bus.umich.edu/wp-content/uploads/What-is-Job-Crafting-and-Why-Does-it-Matter1.pdf>

CONTINUED READING

ROCKSTAR/SUPERSTAR:

<https://www.radicalcandor.com/growth-and-stability/>

FACING MID-CAREER CRISIS:

<https://hbr.org/2019/03/facing-your-mid-career-crisis>

CAREER MANAGEMENT HELP:

<https://happentoyourcareer.com>

Thank you!

Find us on IG

@moderntherapyofficial
or **mymoderntherapy.com**



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Take Home Journal Prompts

(on separate PDF):

Starting with Kindergarten, tell the story of your work dowry.

- Who was influential?
- What were you involved in?
- What mental models were created from these experiences?

Take Home Journal Prompts

(on separate PDF):

Think back to your work downy journey, pay particular attention to any transitions that occurred in your story.

- Why did that transition occur?
- What values were driving those decisions?

What about now? What are you envisioning as the peak of your career? What values are driving that? What does this tell you about yourself?