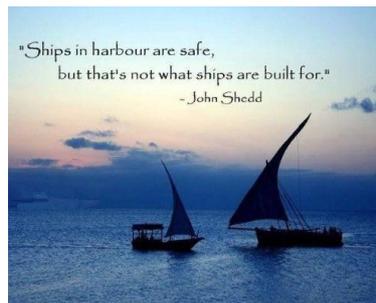




Find Work You Love – the 8 Key Questions!

A few years ago I was feeling suffocated by my job – a Human Resources Professional in a large corporate I was tired of all the office politics, working very long hours, not feeling valued or fulfilled. The impact on my health, sanity and relationships outside of work was not great either.

I came across this quote and it's been one of my favourites ever since:



It was time to make some changes!

I now help people deal with work worries, manage their teams better, find a new job, move into self-employment – anything that will support them to have a professional life that they enjoy and a personal life that means they can sleep at night, have great relationships and make the most of the precious time we have on this earth.

If you are thinking of changing job, or changing the way you work, jumping quickly and without real thought could be disastrous. The following questions will help you think things through.

1. “Why do I want to make changes?”

You may have one big reason, you may have lots. It's important to keep asking yourself this question so that you uncover all of the things that are driving this change.

2. “What is getting in the way of making these changes?/Why haven't I made this change before?”

Be really honest. Is it time, money, someone else, you don't know what to do, fear.....

By understanding the barriers, you are one step closer to finding a way to deal with them.

3. **“What Am I Good at?”**

Be clear on your skills, especially those which you enjoy using. The more aspects of a role/work where your skills are rusty or non-existent, the more you will struggle with motivation and doing well.

Think about what you do every day, what you have done in any previous roles and what you do outside of work. For each of these areas, make a note of how you do these things – What skills do you use? What behaviours have been important?

Think back to past successes – What are you proud of? This doesn't have to be about awards or hitting massive targets (though they are relevant here), they could relate to challenges you have overcome or how you have helped others to manage barriers or obstacles.

4. **“What Sort of Person Am I?”**

Ask your friends, family and colleagues what your strengths are. Are you reliable, a good listener, honest, organised for example? Understanding your natural attributes helps clarify your inbuilt talents.

5. **“What Motivates Me? What Matters to Me?”**

Are you in tune with your values? These are the principles and behaviours that matter to you. What do you stand up for? What do you stand against?

In an employed role - often “faces don't fit” or someone just doesn't blossom at work because their values are out of synch with the values and the culture of the organisation/department or team they work for.

For example, if you value transparency it might be difficult to work in an environment where managers provide you with little personal feedback and information. If you value collaboration and fun you may find that working for long hours on projects on your own will sap your energy.

For self-employment – you will have more of a say on who you choose to work with. It's important to understand what drives you and the expectations you have around behaviours. Work with someone who doesn't “fit” with this and you could end up resenting taking on the work.



6. *“What Do I Really Want to Achieve?”*

Do you have a plan? What would you like to achieve? How does work fit into your whole life?

Without this information you may find yourself reaching a career plateau, drifting, or jumping into a new role that hinders rather than helps your overall life goals.

7. *“What Sort of Work Interests Me?”*

Think about which industry sectors interest you e.g. health, education, finance, the arts? Think about the practical aspects – working hours, location, degree of responsibility and autonomy

As the world of work continues to change, it is unusual to spend your whole career in one job. Different ways of working may appeal to you. For example:

- Portfolio working - part- time work for a couple of organisations at the same time
- Interim roles where you use your expertise to fulfil a knowledge/skills gap in an organisation for a short period of time
- Self-employment

These 3 types of working may not suit you if you value security and stability.

Talk to people who do the type of work that interests you already. Search the internet for job descriptions, industry news, reviews of companies and organisations. Does what you learn sit well with your skills, strengths, values and career plan?



**Choose a job
you love,
and you will
never have to
work a day
in your life.
-Confucius**

8. “What Are My Development Needs?”

Armed with all of this information you can be clear on what you need to do next.

Perhaps you need to undertake some form of study, ask to be involved in a project or take up some voluntary work? Are there any skills you could be better at?

If you are thinking about self-employment/freelancing/setting up a business - have you got what it takes to be self-sufficient, motivated, disciplined and resilient?

Would it be useful to talk with someone who is completely objective and support you to overcome the barriers you have identified?

You can carve out a working life that suits you perfectly.

Good luck!

If you would like some help, my programmes which include activities, exercises and checklists, as well as one-to-one support may be just what you are looking for. Please visit my website for further information www.achievemorelivemore.com or give me a call.

With Best Wishes



Michelle Tranter
The Achieve More, Live More Catalyst
T: 07789 922842
E: michelle@achievemorelivemore.com