

Nailing Aspirations

Why is it so damn difficult?

psych for leaders

It use to be so easy . . .

<https://www.youtube.com/watch?v=j4S8LnHZuuE>



Questions that can evoke that sinking feeling. . .

- Where do you want to be in 10 and 15 years?
- What is your next ideal job? ...and the one after that?

Why are we typically passive in how we manage our careers?



Rethinking our approach



Changing our focus



Consider three key questions



- My drivers: What do I enjoy doing?
- My self image: Does my self-image need updating?
- My stretch: What is my growth mindset?

1. What do I enjoy doing?

Ask yourself, what are the three things that I most enjoy about my work?

Be prepared to:

- Regularly stop and reflect on what you enjoy.
- Compare future roles against your motivators.

2. Does my self-image need updating?

Ask yourself, how balanced is my self image?

- Is my negative narrative crowding out the positive?
- What I have been most proud of?



3. What is my growth mindset?

Ask yourself, what is my appetite for growth?

- People who display a strong growth mindset have strong appetite for learning and challenging themselves.
- We can choose our growth mindset.



Developing a growth mindset

Be prepared to make a conscious decision about your appetite for growth (both planned and unplanned); what are you up for?

Ask yourself:

- What is my current growth mindset (use a scale of 0-100)? 100 is 'I am always focused on learning new skills/seizing every learning opportunity that comes my way'?
- What would I like my growth mindset be over the next year (0-100)?
- What skills/experiences do I want to acquire?
- What unplanned experiences will I be more likely to say 'yes' to?

Make a start



Answer for yourself, these key questions:

Drivers

- What do I enjoy doing (i.e. the three things that give me the greatest enjoyment at work)?

Growth mindset

- What are the barriers to displaying a growth mind set?
- What is the best way to overcome them?

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