

5 STEPS TO CAREER CLARITY & FULFILLMENT

Career growth rarely happens by accident. It happens when we pause long enough to reflect, identify what matters most, and intentionally choose the next step forward.

Walk through these steps to find clarity and create a plan.

PAUSE FOR PERSPECTIVE

Reflect on your past roles:

- What aspects of your current work energize you most?
- When do you feel most confident or effective at work?
- What parts of your role feel draining or frustrating?
- When do you feel disengaged?
- What originally attracted you to your current career path?

INTERPRET INSIGHTS

Take inventory of your strengths and values.

- What do others consistently come to you for?
- What types of work feel natural to you?
- When have you felt proud of your work?
- Where are your values honored in your work?
- What causes friction with strengths and values?
- What patterns or themes do you see?

VALIDATE YOUR VISION

Imagine it is three years from now and your work feels fulfilling. Describe your role, the work, environment and people.

- For each option: What excites/concerns you? What would you need to learn?
- What if nothing changed in 3 years? How would you feel? What frustrations would be heightened?

OWN & OPTIMIZE

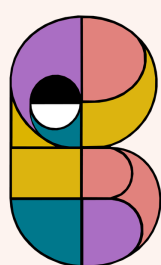
- What might you need to do to take the next best step towards your vision?
- What must be true for this to be successful? What might strengthen to path forward? (capabilities, experiences, etc)
- What might get in the way? What is your plan if it does?
- What support would help you succeed? Who could guide you? What are the priority action items?

IF EVERYTHING IS A PRIORITY, NOTHING IS!

TAKE ACTION

Create a 90-day plan

- What do you want to accomplish?
- What steps will you take?
- By when?
- Is there a certain order?
- Who can help you, or hold you accountable?



Clarity alone is powerful, but clarity paired with action creates meaningful momentum in the right direction.