

## Career or Project Progression (from RegenerativeBusinessConsulting.ORG)

| Goal               | Description   | Benefits  |
|--------------------|---|---|
| Purpose            | For most of us, earning a living takes a large portion of our time, a large portion of our life. Few of us are going to love every part of what we do, but it should feel (a) meaningful, (b) sometimes enjoyable, and (c) not like we're selling our soul. For a lot of people, it's scary to change; it's scary to take risks. If you don't feel like your work is at the level of a calling or passion, taking a "Joy in Work" inventory or other aptitude and interest tests can help clarify the kinds of work you might find more satisfying. Consider a few sessions with a business coach or career counselor. Even if you don't see a way to make changes any time soon, just having clarity can help you recognize an opportunity when it comes up. | Clarity about what's most important to you can keep you from going along with agendas you don't agree with or finding yourself working toward others' goals in ways that don't feel important to you.   |
| Skills             | Consider Stephen Covey's principle "sharpen the saw" from the 7 <i>Habits of Highly Effective People</i> . Sometimes it seems we don't think we have time for it, but the opportunity cost may be much higher to not take time for adding to our skill set or fine tuning the skills we already have. Adding to your skill set could take the form of lateral moves in your organization, if you are ready for a new challenge.   | Taking time out to increase your effectiveness by learning new skills or practicing can have big payoffs.   |
| Opportunity search | If you are at a point of wanting to explore a variety of fields to find a good fit, try idealist.com and ziprecruiter.com as job search platforms for available opportunities. Even if you are satisfied with your current position, searching to see what else you qualify for could help you ask for a salary boost. A vertical change of position in your company could give you valuable experience to qualify you for an upward position change later.   | Find out about opportunities you might not know existed.  |
| Network            | Attending conferences, workshops, and other events in your field is an excellent way to network in an area of interest. If cost is an issue, volunteering a set number of hours is often accepted instead of attendance costs. See the networking exercise worksheet.   | Stay informed on the latest developments in your area of interest.  |
| Team up            | "Two or more people are always better than one for solving problems, finishing off difficult tasks and increasing creativity" (see <a href="https://smallbiztrends.com/2016/03/advantages-and-disadvantages-of-teamwork.html">https://smallbiztrends.com/2016/03/advantages-and-disadvantages-of-teamwork.html</a> ). If you are a freelancer or solopreneur, it's important to find coaches, mentors, or a mastermind group to compare notes and serve some of the functions of a team.  | Teambuilding can help you level up. "Working as a team not only helps to showcase people's various strengths, but it can also help to shore up areas of weakness" (see <a href="https://smallbusiness.chron.com">https://smallbusiness.chron.com</a> ). |