

THE STRENGTHS STUDIO

Illuminate Potential. Expand Possibility.

THE CAREER TRANSITION COMPASS

Instructions: Find the stage that matches your current season. Use the questions to reflect; there are no “right” answers. Give yourself the time and space you need to move through the moment. Then shift from reflection to action by identifying your first next step by keeping it small and considering through the lens of the four compass questions.

Emerging into the Workforce

- What first drew me to this field and is that still my interest?
 - What activities, topics, or experiences leave me energized, even when they are hard?
 - What consistently depletes me and drains my energy?
 - Within my field of interest, what roles, areas, or paths am I most curious to explore?
 - What is one opportunity in front of me right now that I could say yes to?
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Mid-Career Transition

- What is actually fueling me in this role and what is draining me?
 - Where is the best use of my time and energy?
 - What could I delegate to someone who would be more energized by it?
 - What does sustained success look like a year from now, not just short-term performance?
 - If I led with my top strengths for the next 30 days, what would I do differently?
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Transitioning Out of the Workforce

- What did work give me beyond income (e.g. identity, purpose, relationships, routine)?
 - What am I feeling in this transition? (Name it honestly.)
 - Outside my job title, what do people consistently turn to me for or appreciate about me?
 - What did I put on hold during my career that I want to return to or explore now?
 - What is one thing I could explore in the next month, with no pressure for it to be the answer?
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THE FOUR COMPASS QUESTIONS

- What is my immediate next step?

- What is one key thing I need to communicate about this next step?

- Who is one person I need to connect with to achieve or support me on this next step?

- What is one thing I need to think about as I move forward?