Looking Forward

The Future of my career in {what} through {year}

1. Enter your career field and the year you want to explore

{Uncertainty 1} | {Uncertainty 2} | {Uncertainty 3}

OVERVIEW

MY INDUSTRY

2. What are three things you are most uncertain about in this future?

3. Provide an overview of your career ield and a summary of the current state

VISION

MY VISION {year} — THE PREFERRED FUTURE

{your vision of a future you want to see}

4. What does the future you want look like for your career field? You can revise this as you work.

EXPERIENCE

HISTORICAL STRENGTHS

- {Strengths}

5. What are some of the skills you have developed so far? These can be "soft skills."

HISTORICAL CHALLENGES

- {Challenges}

6. What are some of the professional challenges you have faced? Are these still challenges?

FOCUS AREAS

CURRENT

7. List three areas you are currently focused on.

Focus

FUTURE

8. List three areas you could focus on in the future (not listed in current).

Focus

EVIDENCE

SCANNING FOR EVIDENCE OF A CHANGING WORLD

Signals | Trends | Issues | Plans | Projections| Obstacles

SIGNAL

{Headline}

{Summary}

{Headline}

{Headline}

9. Find three signals (i.e., news posts) that give evidence for possible change in your career field. Include headline, date, the source link, and why.

TREND

{Trend}

Sources: {sources}

{Plan}

{Projection}

10. Find one trend (historic measured change over time – quantified), one plan (a statement of intent to do something that has yet to begin), and a projection (trend projected forward – quantified) that point to change in your career field. Include key elements and source.

Four Futures for {Care

Four scenarios, shaped by a changing world and {my area}

11. Re-enter your career field and the year you want to explore

BASELINE

{title

DECLINE

{title}

13. Create a title for the scenario landscape you have written below.

12. Write a brief summary of your assumed future or your career field. Think of it as "This is a world in which _____ happens, _____ leads to _____, ...

14. Create a news headline from the future in this scenario. It can be any year between now and your end horizon. Use existing headlines for reference. Be creative and informative. Include they name of the publication and year

News from the future

Action: {how would you need to adapt in this scenario?}

15. How does this future impact you? What would you need to do to thrive in this future?

Action: {how would you need to adapt in this scenario?}

16. Repeat steps 12-15 for each of the other three scenario types. Remember to leave biases and preferences out of these descriptions (they should be rounded and have elements that could be *'good'* or *'bad'*. Reference your evidence to help create these.

Decline – A world in which primary systems related to your field are increasingly unfit for purpose. Things break. Out of destruction, new elements of growth can be seen.

New Equilibrium – A world in which improvements are made to current systems, some things are outdated, there is a mix of success and failures. Systems look like new versions of their old selves. Innovation and intentful change are common, but the world looks like an upgrade, not something new.

Transformation – A world with new primary systems that replace older ways of doing things or the need to do them at all. This is the most unrecognizable scenario. Add in a couple of seemingly less plausible items. Stretch here. This is a world that no one is really ready for yet. Look at what systems in your field could be replaced or sidelined in favor of a new system (e.g., email replacing most of postal mail)

ALTERNATE FUTURES

What Shapes My Future

17. Re-enter your end year horizon

18. List three driving forces of change in your field. Use your research and scenarios to investigate what these forces are. Make each one singular (e.g., Taxes vs. Taxes and Regulations). These are not trends, so avoid phrases that indicate the direction of change – the driver should have an impact in either direction. (e.g., Taxes vs. Increasing Taxes). Do not be too broad (e.g., Economics). Create a title and description for each.

KEY DRIVERS

18a. Weight of the Past
This driver is deeply entrenched into how change happens or doesn't happen. Example: The U.S. Federal Reserve System – while it may experience change, it is not likely to go away as a force of change.

18a. Weight of the Past
This driver is deeply entrenched into how change happens or doesn't happen. Example: The U.S. Federal Reserve System – while it may experience change, it is not likely to go away as a force of change.

18a. Weight of the Past
This driver is deeply entrenched into how change happens or doesn't happen. Example: The U.S. Federal Reserve System – while it may experience change, it is not likely to go away as a force of change.

IMAPCT

Thinking of my vision of a preferred future, where can my roles, relationships, knowledge, or resources influence change?

MY FORCES OF INFLUENCE

- {Strengths}

19. What areas of influence do you have or could easily cultivate in your field? What can you 'leverage'?

MY CONTRIBUTIONS TO CHANGE

- {What types of things could you do?}

20. What types of activities could you do to change your field?

WHERE TO INFLUENCE

- {Where are the best places to exert influence?}

21. Where are some of the best places to use your influence in your field to create change?

WORKING TOGETHER

- {Who can you influence or partner with}

22. Who might you work with (person, company, other) to help you create change in your field. This is usually to fill in gaps in skills, resources, or capacity.

POSSIBILITIES

POSSIBILITIES WORTH EXPLORING (STRATEGIES, ACTION PLANS, AND INITIATIVES)

{Possibility}

{Impact}

{Possibility}

{Impact}

23. Taking all of the information above, list four possible futures, situations, opportunities, or threats worth exploring more. Write a brief summary of their potential impacts to your career

NEXT STEPS

* What I can do next

24. What are some things you can do in the next 30 days to start to create your preferred changes. Remember one step at a time!

Looking Forward

The Future of my career in {what} through {year}

{Uncertainty 1} | {Uncertainty 2} | {Uncertainty 3}

OVERVIEW

MY INDUSTRY

VISION

MY VISION {year} — THE PREFERRED FUTURE

{your vision of a future you want to see}

EXPERIENCE

HISTORICAL STRENGTHS

- {Strengths}

HISTORICAL CHALLENGES

- {Challenges}

FOCUS AREAS

CURRENT	FUTURE
Focus	Focus
Focus	Focus
Focus	Focus

EVIDENCE

SCANNING FOR EVIDENCE OF A CHANGING WORLD

Signals | Trends | Issues | Plans | Projections| Obstacles

SIGNAL
{Headline}
{Summary} {Link}

SIGNAL
{Headline}
{Summary} {Link}

SIGNAL
{Headline}
{Summary} {Link}

TREND
{Trend}
Sources: {sources}

PLAN
{Plan}
Sources: {sources}

PROJECTION
{Projection}
Sources: {sources}

Four Futures for {Career}

Four scenarios, shaped by a changing world and {my area}

ALTERNATE FUTURES

BASELINE

{title}

News from the future

Action: {how would you need to adapt in this scenario?}

DECLINE

{title}

News from the future

Action: {how would you need to adapt in this scenario?}

NEW EQUILIBRIUM

{title}

News from the future

Action: {how would you need to adapt in this scenario?}

TRANSFORMATION

{title}

News from the future

Action: {how would you need to adapt in this scenario?}

What Shapes My Futures

KEY DRIVERS

What forces are driving my futures?

{Driver}	{Driver}	{Driver}
{Driver Text}	{Driver Text}	{Driver Text}

WEIGHT OF THE PAST → PUSH OF THE PRESENT → PULL OF THE FUTURE

IMAPCT

Thinking of my vision of a preferred future, where can my roles, relationships, knowledge, or resources influence change?

MY FORCES OF INFLUENCE

- {Strengths}

MY CONTRIBUTIONS TO CHANGE

- {What types of things could you do?}

WHERE TO INFLUENCE

- {Where are the best places to exert influence?}

WORKING TOGETHER

- {Who can you influence or partner with}

POSSIBILITIES

POSSIBILITIES WORTH EXPLORING (STRATEGIES, ACTION PLANS, AND INITIATIVES)

{Possibility}

{Impact}

{Possibility}

{Impact}

{Possibility}

{Impact}

{Possibility}

{Impact}

NEXT STEPS

*** What I can do next**

Looking Forward

The Future of my career in

OVERVIEW

MY INDUSTRY

VISION

MY VISION — THE PREFERRED FUTURE

EXPERIENCE

HISTORICAL STRENGTHS	HISTORICAL CHALLENGES

FOCUS AREAS

CURRENT	FUTURE

EVIDENCE

SCANNING FOR EVIDENCE OF A CHANGING WORLD

Signals | Trends | Issues | Plans | Projections| Obstacles

SIGNAL	SIGNAL	SIGNAL
TREND	PLAN	PROJECTION

Four Futures for

Four scenarios, shaped by a changing world

ALTERNATE FUTURES

BASELINE

News from the future

Action: {how would you need to adapt in this scenario?}

DECLINE

News from the future

Action: {how would you need to adapt in this scenario?}

NEW EQUILIBRIUM

News from the future

Action: {how would you need to adapt in this scenario?}

TRANSFORMATION

News from the future

Action: {how would you need to adapt in this scenario?}

What Shapes My Futures

KEY DRIVERS

What forces are driving my futures?

WEIGHT OF THE PAST → PUSH OF THE PRESENT → PULL OF THE FUTURE

IMAPCT

Thinking of my vision of a preferred future, where can my roles, relationships, knowledge, or resources influence change?

MY FORCES OF INFLUENCE

MY CONTRIBUTIONS TO CHANGE

WHERE TO INFLUENCE

WORKING TOGETHER

POSSIBILITIES

POSSIBILITIES WORTH EXPLORING (STRATEGIES, ACTION PLANS, AND INITIATIVES)

NEXT STEPS