

LINK TO ALL VIDEOS

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DIRECT LINK
TO THIS VIDEO

Rotary District 6980

“Career Transitions: Pivoting in a Chaotic World.”

A Rotary Works Seminar Initiative

Some Background Three Core Resources...

Rotarian Job Board... openings

Rotarians Seek Jobs... searching

Rotary Works Coaches... seminars & 1 to 1

<http://rotarycentralflorida.org/resources/career-center/>

Know People...

This Situation?

Starting Out... will
be graduating
within a year and
want help.

Unemployed...
and are in crisis.

Underemployed...
and feel they are
wasting time.

**Career
Transitioning...**
want to pivot and
do something
else.

Some Background

Seminar Series

- | | |
|--|------------------------|
| A. Career Fit Identification: Personality and Work Values... | February 2 (RECORDED) |
| B. Career Opportunity Research: Exploring Options... | February 16 (RECORDED) |
| C. Career Branding: Resumes, Cover Letters and Posts... | March 2 (RECORDED) |
| D. Career Discussions: Interview Success Skills... | March 16 (RECORDED) |
| E. Career Transitions: Pivoting in A Chaotic World... | March 30 (RECORDED) |

Tuesdays: 7:10 pm – (about an hour)

Registration: <http://rotarycentralflorida.org/resources/career-center/>

Alternative: www.surveymonkey.com/r/ROTARYCAREER1

Zoom Session: <https://nku.zoom.us/j/2934595253>

LINK TO ALL RECORDED VIDEOS:

https://drive.google.com/drive/folders/12xpcQFMtP9i_oBOhYHK5Ut6koDdtxfzo?usp=sharing

Let's Define Success For You...

**At The End Of
The Hour Or So...**

Include These?

- 1) **Most Common Mistakes To Avoid – When Your Career Hits A Brick Wall**
- 2) **Actions That Help – Measuring Your “Risk – O – Meter”**
- 3) **Strategies For Your Future – Reinventing Yourself**
- 4) **How To Pivot! Achieve Personal Success!**

What Else – Success For You?

Seminar Series #1

QUICK REVIEW

Fit Identification: Personality and Work Values

**“SWING THE BAT... DON'T WAIT
FOR THE PERFECT PITCH”**

Geography Fit: Personal Life?

Career Fit:

- 1) Industry?
- 2) Company?
- 3) Role?

Criteria To Consider?

- 1) Work Values
- 2) Work Personality
- 3) Primary Talents

Free Evaluations: [LINK](#)

- 1) Work Values Link
- 2) Work Personality
- 3) Primary Talents

[LINK](#)

A. Career Matching

1) Hiring Viewpoint: Strategically, Companies Often View Culture Fit More Important Than Experience.

2) Critical Skills:

- Resilience: “Move On”
- Teamwork: “Collaborative”

3) Be Proactive vs. Reactive

- Your Strengths & Weaknesses
- Industry, Company, Role: Opportunities & Threats
- Leverage Strengths & Opportunities!
- Versus Focus On Weaknesses & Threats

4) How We're Wired - Experiences

- Primary: Avoid Bad
- Secondary: Seek Good

Seminar Series #2

QUICK REVIEW

Career Opportunity Research: Exploring Options

Social Networking:

- Create Profile On Facebook, LinkedIn, Twitter

Personal Networking

- Creating Conversations With People You Know, They Know, Etc.
- How Doing? How Help? Exploring _____ (career option). Ask For “Informational Discussion”
- Suggestions?

Lots Of Job Sites

- Shot Gun – About 100 To Get 1 Interview; Send Out 500+
- See List Of Specialty Sites Too

My Favorite Sites:

- A. Edgar... [link](#)
- B. CEO Express... [link](#)
- C. IBIS WORLD... [link](#)
- D. BIXSTATS... [link](#)
- E. CareerOneStop... [link](#)

Seminar Series #3

QUICK REVIEW

Career Opportunity Research: Exploring Options

Resume Purpose

- INVITED TO AN INTERVIEW

Obstacle

- GATEKEEPERS

Key To Gatekeepers Success

- Not Waste Time
- “Safe” Recommendation
- Demonstrate You Are A GOOD FIT
- Fits Personality & Skills
- Easy To Write “WHY” A Good Fit

Criteria For Your Success

(Both Resume And Cover Letter)

- 1) Focus – ON THEIR NEEDS
- 2) Low Effort – Find What YOU Want
- 3) Low Effort – Read Documents
- 4) Low Effort – Find YOU FIT
- 5) Low Effort – Summarize WHY
- 6) Low Risk – You As A Candidate

Seminar Series # 4

QUICK REVIEW

“Career Transitions: Interview Success Skills”

Interview Purpose

- They Get To Know You...
- You Get To Know Them...
- Mutual Determination...

A Good Fit?

Obstacle

- You Focusing On You

Key To Success? CRITERIA

1. You Have What You Need?
2. You Will Enjoy Being There!
3. You Will Feel Like You Belong!
4. You Can Professionally Grow!

Core To Answering Their Questions

QBQ: “What’s The Question Behind Their Question?”

Proactive Questions

- A. About The Interviewer: Why They Made Their Decision
- B. About The Company: Differences Vs. Competition
- C. About Prior Hires: Lessons Learned – Good Vs. Great
- D. About The Culture: How People Communicate?

Seminar Series #5

“Career Transitions: Pivoting In A Chaotic World”



Common Mistake: “jumping from a frying pan into a fire.”



Process: self – awareness, dream establishing; reality check; action plan..



Result: avoid insanity – the same approach you have used in the past and hoping for different results.

Let's Get Started

Implications?

- ❑ *“Live as if you were to die tomorrow. Learn as if you were to live forever.”* Mahatma Gandhi
- ❑ *“What is life without a little risk.”* J.K. Rowling
- ❑ *“It is not the years in your life that counts. It's the life in your years.”* Abraham Lincoln
- ❑ *“The two most important days in your life are the day you are born and the day you find out why.”* Mark Twain
- ❑ *“Your time is limited, so don't waste it living somebody else's life.”* Steve Jobs
- ❑ *“All our dreams can come true, if we have the courage to pursue them.”* Walt Disney

Take Responsibility...

Reality – Many People Do Not!



Game Day – Current Career Ends!

The Cause?

- 1) **No Room...** in a reorganization.
 - 2) **No Relationship...** with a new boss.
 - 3) **No Energy...** lose desire to continue working.
 - 4) **No Options...** squeezed out.
 - 5) **No Control...** over your timing.
- ETC.

Most Common Mistakes

Game Day – Career Ends – Hit A Brick Wall?

Witnessed Any Of These?

No Patience... instead, panic

No Understanding... what's realistic - unrealistic

No Thought... transition will be required

No Preparation... what options you might pursue

No Plan... for a healthy transition

No Flexibility... to options that might surface

No Dream... reactive vs. proactive vision of the future.

No Replacement Interests... a blank slate looking forward

No Purpose... sources for self-esteem

No Confidence... in your capability of being happy.

Measure Your “Risk – 0 – Meter”

Quick Test – Your Reality

YOUR REACTION?

- A. Panic Zone?
- B. Stagnation Zone?
- C. Comfort Zone?
- D. Stretch Zone?

HEALTH OF REACTION

Very Unhealthy
Unhealthy
Healthy
Very Healthy

THE CAUSE

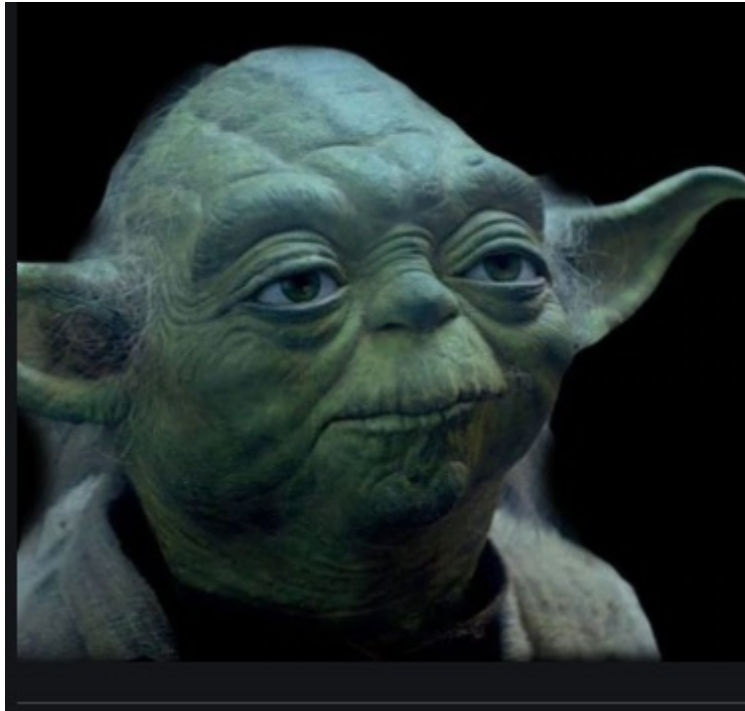
TOTALLY REACTIVE
TOTALLY FEARFULL
INSIGHT & PREPARED
LIVING YOUR DREAM



Make
Change
Happen!
In Life –
Don't Get
Stuck –
Make
Change Fun!

Fear!

The Biggest Obstacle To Fulfillment



*Fear is the path to the DARK SIDE.
Fear leads to ANGER.
Fear leads to HATE.
Fear leads to SUFFERING.*

It's Just Life – But Abrupt

Next Day, Whether Prepared Or Not: A New World

Witnessed These Reactions?

From

Swirl Of Activity

Daily Habits

Lot's Of Structure

Emotional Day

Lots Of Contact

The Known

Problem: Stress Now

"MY IDENTITY!"

To

Few Responsibilities

Loss Of Daily Plan

Reduced Structure

Unemotional Day

Little Contact

The Unknown

Problem: Fear Of Future Tomorrow

"WHAT IDENTITY?"



**Seriously...
Obstacles Are An
Attitude**

Time: Life Pivot?

What It Is....

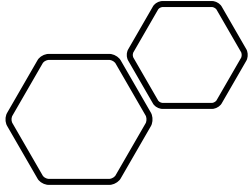
“Reinventing Yourself”

“Shedding Your Old Skin”

“Not An End, But A Beginning”

“Time To Explore And Experiment”

“Stake Out A New Purpose And Routine”



A Strategy... Moving Forward

1

Name It...

“encore career?”
“play time” “giving
back” etc.

2

Envision It...

explore your “wheel
of life” – various
time horizons

3

Embrace It...

you are in the
“between-ness”
phase – your new
“making a
difference”

4

Script It...

Strategic FIT!
Leverage Strengths
& Opportunities;
Avoid Weaknesses
& Threats

5

But Don't Rush

It... instead, create
lots of options – do
lots of “tests”

Reality, If Over 50?

Maybe It Is Just A Choice

“Pivot One” –

A New Career

“Let’s Try Something Different”

“Pivot Two” –

A Retirement

“I Can Fill A Day With A Haircut”

“Pivot Three” –

A Blend

“I Can Do Anything I Want!”

Personal Perspective

Identify Your Life Metaphor

Your View Of Tomorrow?	Is It This?
✓ LOSS	A) LACK PURPOSE? B) FEAR BEING FORGOTTEN? C) THREAT TO IDENTIFY?
✓ RENAISSANCE	A) NEW CHAPTER B) BLANK CANVAS C) PURSUE DREAMS
✓ DETOX	A) "CLEANSING EXPERIENCE" B) LEAVE STRESS BEHIND
✓ LIBERATION	A) RELEASE FROM CONSTRAINTS B) NEWFOUND FREEDOM
✓ DOWNSHIFT	A) LEAVE THE FAST PACE B) LEAVE THE "RAT RACE"
✓ STAYING THE COURSE	A) LEVERAGE SKILLS – ELSEWHERE B) FIND NEW SETTING
✓ MILESTONE	A) ACHIEVED CAREER GOAL B) BEGIN LIFE GOAL
✓ TRANSFORMATION	A) NEW LIFE B) NEW IDENTIFY
✓ SOMETHING ELSE?	?????

Iterative Thinking?

Every Decision Effects Everything Else

FOR YOU?	AFFECT?	CURRENT REALITY?	IMPLICATIONS?
What Is Fun?	Significant Other?	Financial?	What's Possible?
What Is Valued?	Children?	Health?	What's Obstacle?
What Is Dream?	Friends & Family?	Environment?	What Options?

MY PERSONAL REALITY CHECK?

***"IF THEY WOULDN'T LIKELY TALK ABOUT IT AT MY GRAVESITE,
I MAY BE PLACING TOO MUCH IMPORTANCE ON IT."***

Reflection, Perspective & Options

Create Your Plan

1. **Dream A Little...** daydream about different options: think big! No wrong answers.
2. **Personal Reality Check...** your strengths, weaknesses, affect on others, values, and dreams?
3. **External Reality Check...** opportunities to leverage your skills – and avoid your Achilles Heal?
4. **Talk It Out...** mentors? Network? Identify others who pursued options you are considering?
5. **Implications...** options to consider?
6. **Analysis...** risk versus reward of each option?
7. **Hypothesis...** best options to explore, deeply!
8. **Test – Test – Test...** be agile, flexible, curious. Act like a 5 – year old: NO FEAR.
9. **Stay Flexible...** things change. This is a rapidly changing world!
10. **Drive Your Success...** a) resilience, b) proactive decisions, c) discipline, d) a “giver’s attitude”

Do What You Love

Define Yourself



Regardless What Direction You Choose

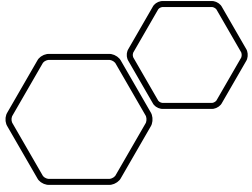
(What I Share With Students – About Life Success)

Look For... Every Minute... Every Day

- ☐ Who can I help avoid a bad day's experience?
- ☐ Who can I help have a great day's experience?

... AND, Avoid Judging – you don't know what they've been through in their life's journey!"





Have You Considered? **Being An Entrepreneur**

1

Buying A Business...
where your skills can
make a difference?

2

**Investing In A
Business...** where you
have what they want –
and they have what you
want?

3

Buying A Franchise...
apply your talents and
resources with proven
success?

4

Starting A Business...
with a value proposition
that people will buy –
and you can deliver at a
profit?

Have You Considered? Being A Volunteer

Mentoring... SCORE
and similar
organizations

Animal Rescue...
time with furry
friends – priceless

Food Pantries...
hunger relief for
local families

**Habitat For
Humanity...** learn to
build

Local Libraries...
engage, organize
and support

Museums.. Enhance
experience

Red Cross... blood
drives, crisis
support, education

National Parks..
Teaching,
preserving,
experience

Hospital... providing
friendly service and
comfort to patients

**After School
Tutoring...** especially
underserved
communities

And sooooooooooooo many more!
www.volunteermatch.org
www.idealists.org www.allforgood.org

**Regardless,
You Can Have It All
Where Business & Volunteerism Meet**



What Rotary Is...	Rotary is a global network of 1.2 million neighbors, friends, leaders, and problem-solvers who see a world where people unite and take action to create lasting change – across the globe, in our communities, and in ourselves
What We Do...	<p>Rotary members believe that we have a shared responsibility to act on our world’s most persistent issues. Our 35,000+ clubs work together to:</p> <ul style="list-style-type: none">➤ Promote peace➤ Fight disease➤ Provide clean water, sanitation, and hygiene➤ Save mothers and children➤ Support education➤ Grow local economies
Our Mission...	We provide service to others, promote integrity, and advance world understanding, goodwill, and peace through our fellowship of business, professional, and community leaders.
Our Vision...	Together, we see a world where people unite and take action to create lasting change — across the globe, in our communities, and in ourselves

In Summary...

Your Pivot – Your Journey

- 1) **Gain Perspective – Don't Panic**
- 2) **It's Life – Embrace It**
- 3) **Enter Your Stretch Zone - Reinventing Yourself**
- 4) **Make Sure Of Your Synergy and Fit – With Your New Future**

Were We Successful For You... With This Session Today?

Achieved These?

- 1) Most Common Mistakes To Avoid – When Your Career Hits A Brick Wall**
- 2) Actions That Help – Measuring Your “Risk – O – Meter”**
- 3) Strategies For Your Future – Reinventing Yourself**
- 4) How To Pivot! Achieve Personal Success!**

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