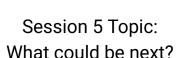


with Lindsay Gordon



- 1. One-Pager (or 'Everything I've Learned About Myself')
- 2. Odyssey Plans
- 1. One-Pager (or 'Everything I've Learned About Myself')

We've done a lot of exercises and learned a lot! I want to make sure you finish our engagement with it all condensed into one page (ish) where you've distilled all the learnings from the last 3 months. Think of this as a cheatsheet for yourself in the future, something you can pull out any time you need to make changes or want to continue this work. You can put it together in a way that's useful and inspiring to you.

It may include:

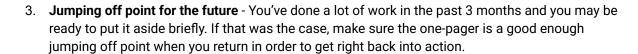
- Values (Session 1)
- Activities that give or drain your energy (Session 2)
- Working Conditions (Session 3)
- Strength Statement (Session 4)
- StrengthsFinder and associated narrative exercise (Session 3 and 4)
- Things to think about as you look to improve an existing role or when you're looking for new ones
- Steps you want to take going forward
- StrengthsFinder Ideas for Action that you want to implement, can be something to review weekly/monthly (Session 3)

Clients tend to think about this exercise in 3 ways, feel free to do any or all of the following:

- 1. **The facts of what we discovered** Similar to the list above, useful for job hunting, communicating clearly with a boss or an interview, clear distillation of the exercise outcomes
- 2. **Inward focused** What do I want to remember from this experience? What was I surprised to learn about myself that I want to keep top of mind? Where did I have a mindset shift about how I see myself, where can I be kinder to myself?



with Lindsay Gordon

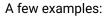


One final implementation can be a version geared towards starting a new job if you're in that situation! If that's the case you can focus on additional topics such as:

- What specific things do I want to get out of this job/this stepping stone? How do I want to design
 my engagement with this job? (E.g. Embrace this complete switch of industry and push the
 boundaries of my curiosity and abilities, take the opportunity to learn everything I can about what
 it means to start and run a business from the CEO who has started several businesses, etc)
- What challenges do I anticipate running into/what am I worried about and how might I work
 through them? If you're worried about loneliness, make a list of what you'll do if you find yourself
 being lonely (cultivate relationships early through lunches, coffees, etc) or if you're worried about
 feeling unsuccessful or not achieving enough, think through what you'll do in that situation (refer
 back to my own definition of success, remember that I pride myself on being an independent
 thinker and don't want to be the product of an assembly line, etc)
- Living a "whole life" in the new job Starting a new job can be pretty consuming, what are the non-work parts of your life that you want to make sure you keep up with?



with Lindsay Gordon



Everything I've Learned About Myself

Personal Values

Authenticity Community Adventure & Possibility Joy & Delight Social Impact Curiosity & Growth Pride & Prestige

Personal Strengths

Relator Communication Strategic Individualization Learner

Motivations

Helping others Feeling uniquely qualified

Skills to Build On

Communicate ideas in ways that are accessible to people of different audiences Problem-solving: identifying the root quickly, tailoring to individual needs

Understanding others' perspectives, wants and needs

Providing guidance to others, especially through storytelling or identifying trends Working without structure

Poking holes in plans or processes, anticipating and proactively addressing issues

Managing people

Lightweight policy and operations



Company Wants

- *Mission-driven
- *Efficient
- *Data-driven
- *Demonstrable Impact *Advancing / Learning
- *Financially Sustainable Fast-Paced

Team Wants

- *Mission Driven *Unquestionably Smart
- *Inspiring Leader
- *Inspiring Teammates
- *Experienced Manager Diverse (Age & Ethnicity)

Role Wants

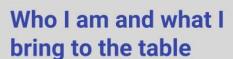
- *Clear connection to mission
- *Variety
- *Responsibility to grow or create something
- *Creative problem-solving *\$100K+
- Relationship emphasis
- Opportunities to present/lead Data & analysis

Single primary learning axis (content or role) Direct, scalable, observable impact

If external, then client/partner (not donor / sales)
No Project Mgmt emphasis No inherited direct reports



with Lindsay Gordon



My Values (in no particular order)

Independence & taking risks

Not sitting in my comfort zone for too long

Growth

Often seeking ways to better myself

Learning

Challenged to learn new things regularly

Meaningful work

Community

My Top 5 Strengths (per StrengthsFinder)

Empathy

Can sense others' feelings by imagining myself in their lives/situations

Learner

Desire to learn and improve continuously

nput

Enjoy collecting & archiving all kinds of information

Analytica

Search for reasons and causes; think about all factors that might affect situation

Individualization

Intrigued with unique qualities of individuals; can figure out how different people can work together

I really enjoy...

Improving/Streamlining existing programs & processes

Identifying/Analyzing problems/trends and providing multiple solutions

Gathering data and finding patterns/errors

Building relationships

What I'm looking for in my next job

My Role

Daily Work

Projects are deadline and goal-driven

NOT sales/fundraising or event planning

Clear connection to mission

Variety (new projects, not repetitive year after year)

Challenges me to learn and improve

Data + analysis + relationships

Building new connections/partnerships

Part of a team of decision-makers

Environment/Logistics

Traditional work hours (8-5) most of the time; flexible

\$60k+

My Colleagues

Engaged and invested in our work

Experienced manager trusts my decision-making; committed to my professional growth; considers team's current workload and gets team buy-in before taking on new projects

Diverse (in all senses of the word)

CEO/Executive Director is someone I respect

My Employer

Mission-driven with well-defined elevator pitch; demonstrable impact

Has and uses metrics to make decisions

Ability to create change quickly

Treats employees fairly and equitably

Efficient and financially stable/sustainable

A Life Of Options

CAREER COACHING FOR ANALYTICALLY MINDED PEOPLE

with Lindsay Gordon



what I value















connection

progress

stability

autonomy

good work

- solves the right problem, solves it well.
- improves yourself and the people around you.
- represents the kind of work you want to do.
- is cohesive and intentional.
- is self-aware and doesn't take itself too seriously.
- reduces inequality.

good conditions

- brings value to customers
- work-life balance, close to home
- opportunities to grow + tackle big problems
- understands my strategic value
- inclusive, egalitarian culture with good people
- fast-paced environment

good activities

- o research
- idea generation
- setting up systems and processes
- solving puzzles
- mentoring

what I'm good at

- restorative
- ☆ strategic
- individualization
- relator
- ☆ learner



A Life Of Options

CAREER COACHING FOR ANALYTICALLY MINDED PEOPLE

with Lindsay Gordon



2. Odyssey Plans

From the book 'Designing Your Life'

"Dysfunctional Belief: I need to figure out my best possible life, make a plan, and then execute it.

Reframe: There are multiple great lives (and plans) within me, and I get to choose which one to build my way forward to next."

Original worksheet is here or I've put the information in a doc here so it's a bit easier to input your info

- Create three alternative versions of the next five years of your life using the worksheet provided (you can include personal and non-career events as well). They can be practical, they can be dream lives, they can be aspirational, etc. I want you to practice fleshing out a few to see what could be possible. This is not a 5 year plan that you have to commit to following.
- 2. Give each alternative a descriptive six-word title, and write down three questions that arise out of each version of you.
- 3. Complete each gauge on the dashboard—ranking each alternative for resources, likability, confidence, and coherence.
 - a. Resources (Do you have the objective resources—time, money, skill, contacts—you need to pull off your plan?)
 - b. Likability (Are you hot or cold or warm about your plan?)
 - c. Confidence (Are you feeling full of confidence, or pretty uncertain about pulling this off?)
 - d. Coherence (Does the plan make sense within itself? And is it consistent with you and what you've learned about yourself?)
- 4. Take a closer look at whatever version of your Odyssey Plans was coherent, likable, and exciting, and that you're somewhat confident you could do. What are your questions? What would you like to understand better by prototyping the experience?

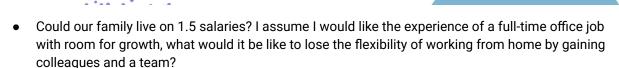
Examples:

If you like to see how others have approached this exercise, feel free to check out anonymous Odyssey Plans from past clients <u>here</u>.

Questions this plan addresses: (examples from previous clients)



with Lindsay Gordon



- How could I make a move that leads me toward managing and developing people?
- Am I able to start my own business now? How would I develop clients? What would I want to focus on? Who would I want to collaborate with?
- Can we downsize enough to have a travel-focused life? What are we willing to give up to have that? How does this work if we want to have kids?
- If money were not a concern, what do I really want to do? What would it look like to actually make NYC my home and not just a yearly vacation?

Prototyping conversations/experiences:

- I have an assumption that career path X will fulfill my value of Y, I need to have a conversation with 3 people in that role to test that assumption
- I think I want to move towards being a designer, in order to prototype that experience I want to attend a meetup about designers and take one class at a local college
- How do I know how fast I might be able to make the move from where I am now to this new career path? I'll talk to a few people who have made the transition to see what timeline is realistic
- I want to be a designer but I don't have any experience yet so my first prototyped experience will be to add 10 pieces to a portfolio and see how I feel about that experience
- I've always thought about being a nurse but I'm not actually sure I could stomach what they see every day, I could answer that quickly by shadowing a nurse for a day

Another way to approach the exercise:

Another option if you're someone who thrives on a vision, is to create a plan that spells out what you want to be true in 5 years (stable and consistent social community, not in the US, proud of what I do, able to leave work at work, etc) and then from that vision, ask yourself:

- How am I tracking towards each piece of my vision? If I were to rank progress in each area on a scale of 1 to 10, what would I give myself?
- What would it look like for me to be 10/10 in each area? What actions could I start taking? How would I "be"? What stepping stones are there for me to take?