



Re-imagining your career

Re-imagine. Re-engage. Re-emerge.

To thrive in these uncertain times, our three step model will help you reflect and plan for your career moving forward.



As we begin to re-emerge from the darkness of Covid-19, amidst pandemic redundancies, job shortages, zero-hour contracts and the like, for many of us career uncertainty prevails. To thrive in this uncertainty, whether it be reconstructing your old career or reimagining a new one, we all need to pause and plan what our future looks like.

While this may seem a daunting task at first, our three phase model will help you reflect and plan for your career moving forward. Each phase, (1) Re-imagine, (2) Re-engage, and (3) re-emerge, outlines key considerations that are beneficial for anyone who finds themselves with the unique opportunity to pause and re-imagining their career.



The re-imagine phase of the model involves reflecting on what you have learnt about yourself and your career having lived through recent experiences. Then, applying these learnings to imagine and define what the future looks like. For example, giving thought to your best and worst of Covid-19 experiences and how these inform what you would and would not like for your career moving forward.

During the Re-imagine phase, it is important to :

Establish the degree of change to your career

As the pandemic has resulted in workforce shifts and disruption to many major industries, everyone has been affected, but not everyone has been affected to the same extent. It is therefore critical to determine the degree of change that applies to you.

There are different degrees of change, ranging from a slight change, like switching activities or your focus within your current role, to a drastic change, such as re-inventing yourself, pivoting to a new industry, or embarking on obtaining different skill sets for a new profession. Give thought to what may be possible now that you did not think would be possible before.

Be clear about what you want and need out of your career

Even prior to the COVID -19 pandemic, we observed many instances of employees who were unsure about their career choices. One of the main issues here is that people tend to have a limited understanding of their own talents and potential and, in turn, end up in careers that are not a good fit for their interests, abilities and skills. The current situation is a good opportunity to evaluate your career 'fit'. If unsure, assessment tools can greatly assist you in better understanding your potential and where your talents may be best used.



Conversely, it is sometimes easier to know what you don't want than what you do want. Therefore, take note of your past career pain points. Perhaps you do not enjoy routine work, working closely with others, or spending a large portion of your time on tasks that do not seem meaningful to you. Giving thought to seemingly simple things like whether you enjoy commuting to work, working from home, or having fixed or flexible working hours, will all provide an indication of what you may want to incorporate or avoid in the future.

With the above mentioned considerations and learnings in mind, clearly define a set of objectives for what your future career looks like as an output of the Re-imagine phase.



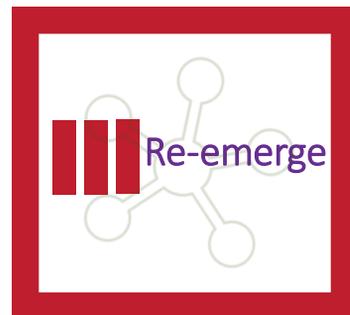
Once you have clearly defined your future career objectives, the re-engage phase involves putting in place the necessary systems and action plans. James Clear, author of best-selling book *Atomic Habits*, states "You do not rise to the level of your goals. You fall to the level of your systems". This is an important reminder that while defining your career objectives is a good first step, more importantly is having solid systems and plans in place to make it all happen.

Therefore, as you re-engage in your career spend

plenty of time evaluating and understanding exactly what is required of you to meet your specific objectives. Break down broad objectives into plans with clear focus areas and actionable steps.

Action plans should detail **what** skills (both technical and soft), learning and habits (e.g. networking) are needed. Furthermore, **how** these would be acquired. For example, one effective way to reskill and upskill is online courses and resources, which are more accessible now than ever before.

Building out an action plan gives you a comprehensive view of what will be required. It also creates more certainty and provides you with the roadmap to actioning your goals. Ensure that your action plan is realistic and achievable to increase the likelihood of sticking to it.



The Re-emerge phase involves actively connecting with others, as well as, implementing your action plans, developing the skills and embedding the habits required to realise your re-imagined career objectives.

As you re-emerge, how you present yourself is paramount. Dedicate adequate time to formulating your professional profile. Ensure that your LinkedIn profile and CV are aligned to your new objectives and showcase your skills and experience effectively.

To prepare yourself, there are universal skills that will greatly assist with re-emerging, regardless of your career objectives. These include resilience, adaptability and flexibility. An ability to tolerate ambiguity will be essential. An adaptive mindset is important as you may find that you need to be more open and receptive to unusual and unfamiliar opportunities than you were in the past. Strong communication and advocacy skills to ask for what you need and drive the changes that you want to see. Other sought-after skills for those re-emerging in a world of work include, solving complex problems, managing and working with remote teams, and navigating the transforming digital sphere. Finally, adopt a growth mindset and always stay learning as your re-emerge in your career.

For any change, including career change, to be successful, the desired end-state and roadmap of how to get there should be clear. Our three phase model, outlines key considerations that will help you re-imagine your career objectives, re-engage through building out the necessary plans and re-emerge to start creating this future.

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