



'JOINING THE DOTS'
IN YOUR CAREER
TRANSITIONS

BECKY KILSBY

'Joining the Dots' in Your Career Change'

'you can't connect the dots looking forward; you can only connect them looking backward.' Steve Jobs

Looking back on your career transitions is very revealing. The patterns and themes you notice are strong indicators of which values were fuelling your choices and which life themes were holding sway at the time. By being more conscious of these, it's possible to create a more fulfilling life, designed with clear intention and more fully expressing your deeper purpose. In other words, with this knowledge we can give the dots a better chance when looking forwards!

Spend a little time reviewing your career transitions, reflecting on **how** you achieved them and **what** motivated them. I've included a line from my own **Joining the Dots** worksheet as an example below.

My example:

Role from	Role to	How	Why
Secondary (High School) English teacher	Course designer and trainer for Women Returners	I saw a need and created a course based on my own reading, and using my teaching skills. Found suitable venues and advertised locally.	Wanted to help women like me return to work after a career break with confidence and clarity. Wanted to teach adults and do something new and creative. Autonomy and flexibility were both important.

How can include: details of any re-training; which contacts from your network assisted; events that were significant; whether it was an advertised vacancy; or you were invited to apply; internal promotions. How did you make it happen?

Why refers to what you were looking for in the new role and what was pushing you away from the previous role (pull and push factors). These are your underlying motivations and often reflect important values. Over the course of your career they may also indicate the kind of contribution and impact you've made which in turn indicate aspects of your deeper purpose – in Simon Sinek's terminology, your WHY. Turn to the next page to start your own 'Joining the Dots' exploration.

Joining the Dots in Your Career Transitions

Role from	Role to	How	Why

What next?

When you've completed notes for all your career transitions, take a look at your WHY column and ask yourself these questions ...

What Values were driving these decisions?

For example, mine could include my desire for: autonomy, creativity, variety, relevance, flexibility

Which life themes influenced your decisions?

My example could point to: balancing work and family; desire for freelance/part-time work; conscious desire to change careers; limited employment opportunities in rural Cumbria (where I was living then)

What other PUSH and PULL factors can you see?

PUSH: frustrations with secondary school teaching; few part-time opportunities; limited job satisfaction

PULL: desire to help, educate and inspire a specific client group; opportunity to create something new and steer it myself; flexibility in where I could work and how it would fit around family life

What's in the HOW?

Your HOW column is also revealing. Are there themes emerging here that can help your next transition? For example, I could say there are clear themes over the course of my career indicating: entrepreneurship; values-driven choices; willingness to re-train; increasing use of professional network to open up possibilities; desire for and competence in managing change; deployment of core skills in a variety of roles and sectors; shift of interests

What can you see in your HOW column?

What themes have you identified from the whole worksheet about your values, purpose, motivations, capabilities and interests over time?

How is this important for your next role or the next phase of your life?

I'd love to know what you discover. You can let me know here:

Email: becky@freestyle-careers.com

Freestyle Careers facebook page: <https://www.facebook.com/FreestyleCareers/>

Instagram: [@FreestyleCareers](https://www.instagram.com/FreestyleCareers)

Twitter: [@FreestyleCareer](https://twitter.com/FreestyleCareer)

Linkedin: <https://www.linkedin.com/in/beckykilsby/>



What Next?

Contact me to arrange a complementary 30-minute de-brief call.

We'll discuss your findings and possible next steps to a more fulfilling working life.
Becky Kilsby, Founder and Career Coach at Freestyle Careers: becky@freestyle-careers.com