

Career Transition – Uncertain on My next Career Move

Individuals considering a career transition, typically fall into one of two groups:

- I **don't know** what career I want to transition into and don't know what my next steps are.
- I **do know** what career I want to transition to and don't know what my steps are.

This guide is for the former group, the individuals who know what they are currently doing (or have done in the past) is not the career they want to be in for the future. However, they don't know what steps are needed to move forward and identify a path that is more fulfilling. If you are in the latter group, refer to our companion guide titled "Career Transition – I Know What I Want, How Do I Get There?"

To complete a career transition, you need to address and focus on both the 'being' and the 'doing' parts of the transition. The 'being' work is the inner work (self-reflection, gaining self-awareness, understanding what is most important, etc.) necessary before you can take tangible actions to put your plan in place. The being work helps individuals make intentional changes in their career. This document focuses on the being work which is the first part of the career transition process.

Choosing a career path, whether it is your first or fifth, starts by focusing on your values, interests, personality and skills. A career that meets those four areas aligns strongly with career fulfillment. There are other factors that help determine career fulfillment as well, but understanding yourself in these four areas is extremely beneficial for your personal career management. Below are some questions to help you identify your values, interests, personality and skills and get you started working through your career transition.

- Define your career goal. Make sure to include what you want out of your career.
- What is your definition of career success?
- How did you get into your current/most recent career?
- In what ways is your current/most recent career not meeting your needs?
- Identify and define your values.
- What type of work (specific or general), industries, or knowledge areas are you strongly interested in?



- What skills do you want to utilize in your career? Of those skills, which ones do you possess? Where are the gaps?
- List some of your key personality traits. How do those show-up in your career? In what ways do you utilize or not utilize them in your job?

The questions above are the first steps in the being work, that lead to greater self-awareness. You will find additional questions on the being work in the e-book, *Own Your Career: How to Design a Rewarding & Fulfilling Career* found on the Texas Exes website.

Once you have worked through the being side of the equation, the next step is the research phase. Research helps you identify the various careers that meet your values, interests, personality and skills. Career transitions are a process. By breaking down the work into tangible steps, you will continue to make progress and allow yourself to look forward to your next career rather than looking back.

