

Isn't it time to...



FOCUS ON YOU?

***Create the Next Level of Professional Success
on YOUR Terms Without Losing Who You Are***

**Create Your Roadmap to
Career & Leadership Success**

The
WAY FORWARD ➔

Create Success on YOUR Terms

Welcome

As a busy professional who is constantly juggling every area of your life, it can be a challenge to figure out to get it all done and keep all the balls in the air.

It seems that to succeed in our careers, it has to be a sacrifice to someone or something else. The more effort you put into advancing your career, the less time you have for the other things that are truly important to you, like your family and friends.

Sometimes, it's sacrificing ourselves to get ahead in our careers. For example, we sacrifice our health and our relationships just to have security.

But we tell ourselves that it's worth the tradeoff, that we have a plan, and it's only going to take some sacrifice, and only for a while, and that's ok to get ahead. Until we discover that there's no end in sight and we don't like where we are and have no idea where we want to go.

You probably know that something has to give. You feel the impact the frustration and uncertainty are having on you and those close to you.

But what is "it"? What exactly has to give?

You do.

If you're going to create a career that is *aligned with who you are*, is *what you want to do*, and is *fulfilling, fun, and financially stable*, then now more than ever, it's the time to **create career success on YOUR terms without losing who you are in the process.**

Hi! I'm Debbie Peterson, your Clarity-Driven Leadership Coach, and Consultant. My superpower is helping leaders and emerging leaders like you tap into your own answers and create a roadmap to your ideal next level of leadership and life. Whatever your next chapter of career, business, or leadership is, I want to give you the tips, tools, and techniques to achieve it!



What do you want?

What you have done has gotten you to where you are today, and perhaps it has served you very well. So why isn't it still working?

It needs to change, that's why.

What you are doing today won't get you to where you want to go tomorrow. If you even know where that is.

Just like your favorite song, in the beginning, you can't get enough of it, you play it and dance through the house...or maybe you're a chair dancer? But eventually, you tire of it completely, or at least the frequency of which you play it.

Consider your career path like a spiral staircase instead of a ladder. You are continually moving, in an upward circular motion, meaning you come back to the same place, but at a new level, a higher level.

But if you aren't willing to make some changes to uplevel, then you're just walking in circles. That's no fun!

To be empowered and to have influence your own career (...and life for that matter), you have to **know what you want**, or at least have a direction. What tends to happen though is that we don't want to be where we are, and we don't know what we want instead. If you stop there it's a recipe for stress and anxiety! Also, no fun!

Let's start exploring, shall we?

Questions for Clarity of Direction

What matters to me besides my career? Pick *one* or *two* areas of life besides your career; not all of them!

The generally accepted areas of life include CAREER, HEALTH & FITNESS, SPIRITUALITY, PERSONAL DEVELOPMENT, FAMILY, and RELATIONSHIPS. List the areas of life that are MOST important to you outside of your career.

What does your career look like when it's ideal? Write down everything you can think of. Create a compelling picture of what it looks like.

Do the same for the OTHER areas of life that are MOST important. What do they look like? Write down everything you can think of when they are functioning ideally.

What other roles are you curious about in your organization or your industry? Make a list.

Who do you know that is doing something that you consider "pretty cool"? What is it about them or their role that you admire? Write it down.

Create a list of as many things as you can think of that are out in front of you in your current career, business, or leadership journey. A promotion? A new client? A mentor? Make a list. Quantity over quality!!

What are the patterns you discovered in doing this work? Pay attention to the new information.

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What is your Why?

What is your why?

What really matters to you in the context of your career? What do you value? What are your beliefs about what a career should be like? What must be present for you to be happy, fulfilled, and satisfied?

Those are your career values. They are core beliefs about what you want to experience while performing your job or role. It's how you *feel* about work.

What is most important to experience for you?

It might be working with a great team, having flexibility, being challenged (in a positive way), or doing something meaningful.

Make a list, not of the duties or responsibilities of a career, but of how you want to experience performing them. Google "career values," and you'll find a list. Pick the values that really resonate with you. Again, not all of them, but the ones that pull at you.

Make a list and then prioritize them so you know what is most important to keep in mind. Is it flexibility? Working with great people? Meaningful work?

Explore and have fun!



What is your Plan?



I'm sure you've heard the quote, "A goal without a plan, is just a wish."

If you want to move to the next level in your leadership or life, you've got to have a good plan of how you are going to get there. It needs to be so succinct that you are clear about what you need to be doing every day, every week, every month, every quarter, etc.

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Be "smart" about it!

Consider the SMART Goal Process.

The process has its proponents and detractors, but the reason I like it is that it gets all of the great, juicy information out of your head and onto a piece of paper so you can do something about it!

S is specific. Make sure your goal is outlined clearly. For example, instead of I want to make more money, it's I want to earn \$100,000 this year.

M is Measurable. How can you tell that what you are doing is working? That the action you are taking is actually moving you toward your goal? If your goal were an advanced degree, then each course you took and passed would be a measurement of you moving toward that degree. Measurements give you feedback and allow you to course-correct when you need to.

A is Actionable. Your goal should be a guide and makes it easy to get you into action. It should be sufficiently detailed that you know what you need to be doing consistently to achieve it.

R is Realistic. But with a stretch. I LOVE big, audacious goals, but they can be so big for some people that it renders them immobile. Your goal should be achievable for you but with a stretch. Stretch is essential too! You want to be consistently moving out of your comfort zone.

Finally, there's T. **T is for Timed.** You have to put a specific date on your goal, so you understand at a deeper level what needs to be done and when. Oh, and also because one day and someday never comes, and there is always a tomorrow.

Take one of the items you came up with on the "What do you want" exercise, get a piece of paper, and create a SMART Goal with it. Your goal should be so clear that if you handed it to someone else they would know exactly what the goal is and how you are going to get it!

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Who will help you?



The African Proverb says it best. *If you want to go fast, go alone. If you want to go far, go with others.* Success in your leadership and life doesn't happen in a vacuum, other people can help if you let them.

Let's explore 3 powerful strategies to utilize the people you know or will know to help you advance to the next level.

1. Get an Accountability Partner. This is someone that you meet with regularly to commit to what you will do in a specific timeframe, and hold each other accountable for achieving it. It works best if they have a like-minded focus, like getting promoted, looking for a new position, getting into senior management. It creates momentum when you have to report your answers and actions to someone else!

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2. Get a Mentor. A mentor is an experienced and trusted advisor. It's someone with more knowledge or experience sharing it with someone who has less. There is nothing in the definition about age, seniority, being an expert, time commitment, or even location.

- What is it that you want to learn? A skill? Then find the person who is really great at that skill and ask them for guidance. Maybe you take a course from someone to uplevel.
- Do you want feedback? Who knows more about the area where you'd like feedback? Ask them for their opinion.
- Mentoring doesn't have to be a long-term commitment. A mentor can show up anywhere, at other companies, in different locations, even globally, in the virtual environment. Don't overcomplicate the process.

3. Get into a Mastermind Group. Have you heard the phrase, "Many hands make for light work?" Well, in this case, it's many minds make for light work. A mastermind group is a peer-to-peer mentoring group used to help members solve their problems with input and advice from the other group members.

It was coined in 1925 by author Napoleon Hill. In his books, Hill discussed the idea of the Master Mind, which referred to two or more people coming together in harmony to solve problems. So, what would it feel like to have an entire group of people focused on you and strategies for your career advancement? Yep! Mighty good.



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What gets in the way?

So, what does get in the way of you getting what you want?

You are doing everything you can think of to get ahead, but it's just not working. Maybe you know you are capable of more but don't really know what that is. It could be that self-doubt or lack of confidence is a factor.

And, these and more things like them get in the way of what we want more. So, here's what I'd like you to do.

Purge. No, not that kind of purge. This kind.

Write a list of everything you can think of that is an obstacle for you getting what you want professionally. Is it time? Great, write it down. Your spouse or significant other? Perfect, write that down too.

Get it all out of your head and onto a piece of paper.

here's what I want you to do next. Ask yourself this simple question for every item on the list.

Do I have *control* or *influence* over this obstacle?

Chances are that you do. We choose where we invest our time, energy and resources. Are you focused on your results? Or are you investing in, and focusing on the "reasons" why you can't have it?

Success happens by CHOICE, Not by Chance.

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Next Steps!

Ready to claim more success with less sacrifice?

Become the CEO of your career and life with Clarity Coaching.

Be supported to discover your own answers and a path to the next level of your career, business, or leadership!

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Be good to yourself!

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