



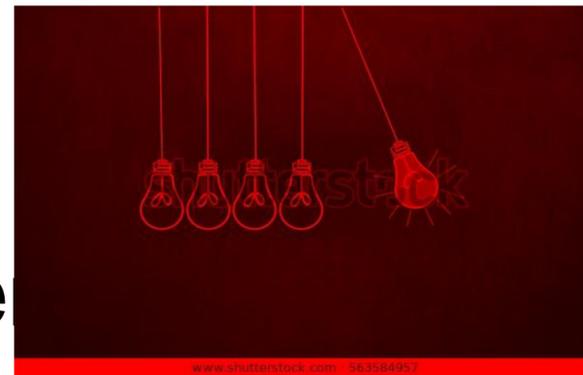
MOMENTUM
CAREER AND LIFE COACHING

Taking The Next Step: Re- imagine, Pivot & Learn to Translate Your Skills!

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Overview

- Growth Mindset: Do you have a “fixed” or “growth” mindset?
- Strategize: Gain insight for your next move
- Optimize: Take care of yourself at the same time
- Reframe: Translating your skills on your resume
- Technology: Getting current
- Coaching: A thinking partner
- Tools: Second Act and Job Re-e

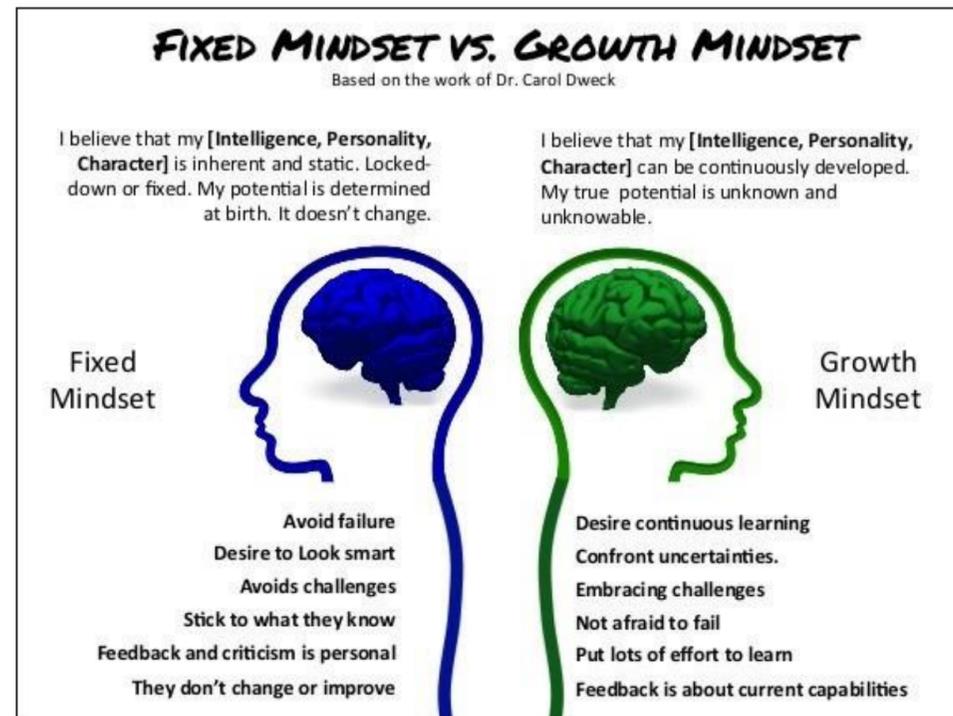


and Organizations

Growth Mindset

Carol Dweck, Ph.D. Author of Mindset

Individuals who believe their talents can be developed (through hard work, good strategies, and input from others) have a growth mindset. They tend to achieve more than those with a more fixed mindset (those who believe their talents are innate gifts). This is because they worry less about looking smart and they put more energy into learning.



Source: softed.com

WHEN YOU CHANGE YOUR WORDS, YOU CHANGE YOUR MINDSET

| IF I SAY TO MYSELF... | ...START THINKING INSTEAD |
|---|--|
| I'm not good at this! | What am I missing here? |
| I'm awesome at this! | I'm on the right track. |
| I give up. | I just need to find the right strategy. |
| This is just too hard. | It's just going to take some time & effort. |
| I can't make this any better. | I can improve this, it's just going to take more effort. |
| I can't do Math. | I just need to train my brain in Math. |
| I made a mistake. | Mistakes are what help me to learn better for next time. |
| They seem so smart. I will never be that smart. | I'm going to figure out exactly how they're doing this. |
| It's good enough. | Is this really my best work? |

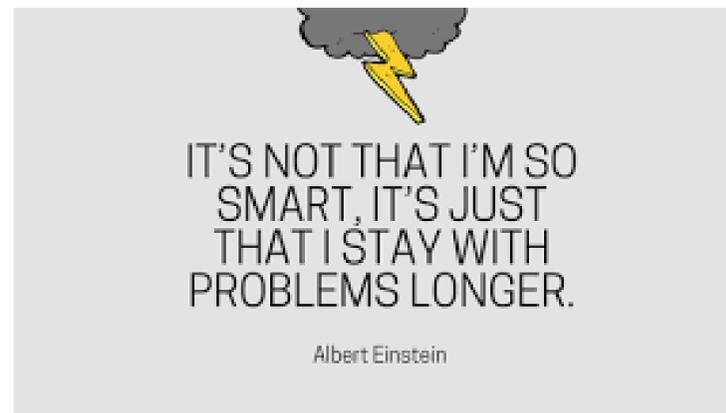
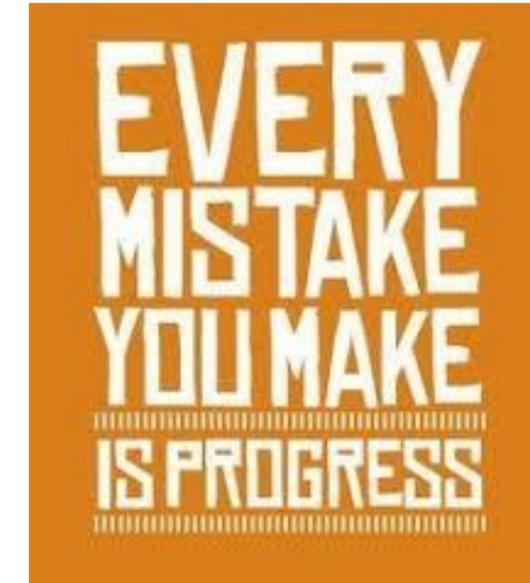
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Growth Mindset Quotes



All our dreams can come true—if we have the courage to pursue them.

-Walt Disney



Gain Insight For Your Next Move



Super Powers: Think about things you do really well, you assume its no big deal because you do them really well, but if you stop and reflect, you realize that not everyone is so good at those things. They could be whipping up a gourmet meal, spreadsheet guru, ease of connecting with a wide variety of people....”breaking through” to a kid that has trouble opening up, great listening skills without trying to always solve a problem.



List your super powers:

Gain insight cont.

Peak Performance Reflection: Think about a time when you were operating in a peak performance phase (does not have to be work related), when things were going really well or you were very pleased with what you were doing or accomplishing. Don't be humble please!

What was going on?

Who was involved?

What feelings did you have?

-

Gain Insight cont.

Self Valuation:

Without being humble, what things do you value most about yourself?

What do you experience as your *core value*?

Give some examples of how you experience those values.

Adapted from The Center For Appreciative Inquiry

Optimize:

Take care of yourself at the same time.



- “Oxygen Mask”: Put yours on first. If you don’t take care of yourself mentally and physically, you get depleted and aren’t much help to others. It is not only OK to take time to do things you like, exercise, etc, but it is necessary to bring your best self to your relationships and interviews!
- Ask yourself:
 - 1. What fuels you, what is working well in your life, who do you feel energized by spending time with?
 - 2. Who/what drains or depletes you?
 - 3. Are you giving yourself time to do your hobbies or do you feel guilty that you should be job searching?
 - 4. Reflect on how your food and drink intake look. Try reflecting on a typical week and not just a day. You are human, so don’t be too hard on yourself if occasionally you finish that whole pint of ice cream in one sitting!
 - 5. Are you doing any form of exercise? What is one baby step you could take that would help you do more?
- Maximize and nourish relationships and activities that fuel you. For any “optional” relationships, try to minimize time with people and activities that drain you. It is ok to set boundaries!

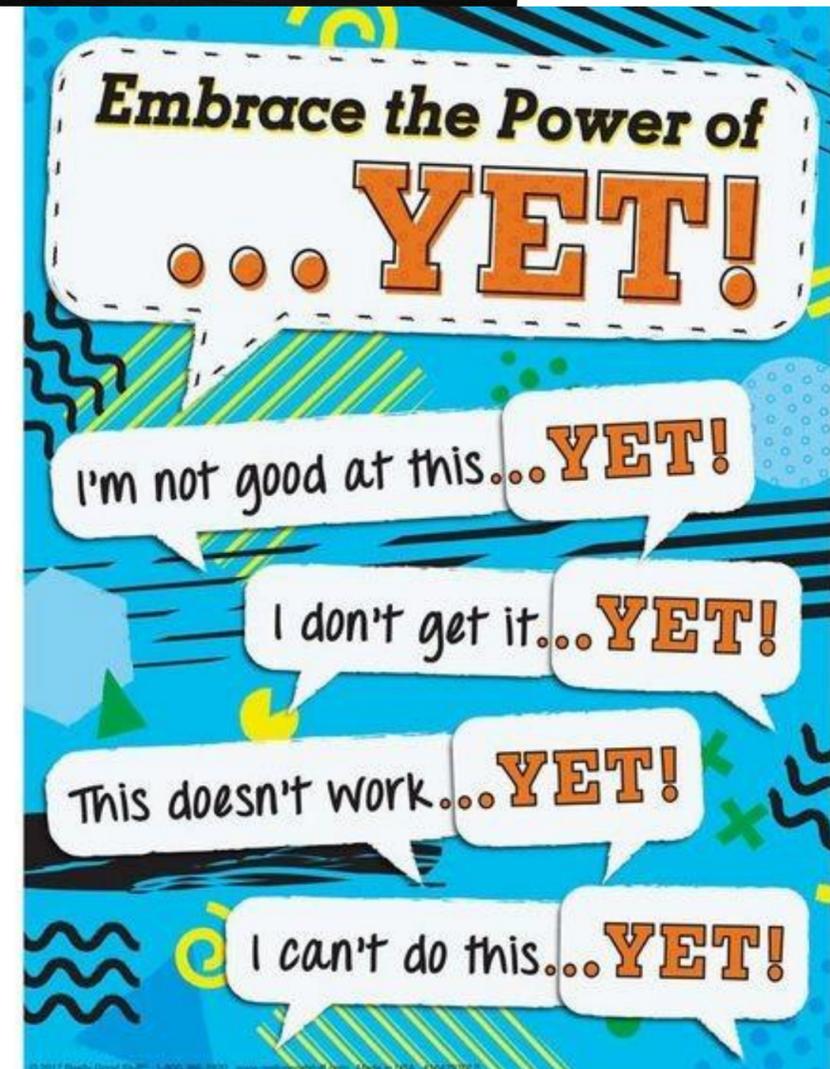
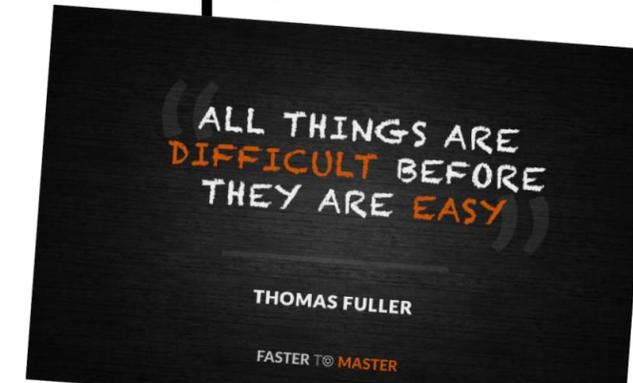
Reframe: Translating skills



- You may not realize it, but many of your job and life skills are very translatable to other jobs and fields!
- Transferrable Skills: If possible, consider “neutralizing” very specific job duties to help the reader realize how transferrable they are. For example, instead of mentioning training on a very specific subject matter, consider taking out the specific subject and highlighting your public speaking, organizational, interpersonal skills, etc.
- Allergic Reaction: Is there a prior role you found miserable, even if you were good at it? Sometimes it feels like you are almost “allergic” to certain duties! If you know you really don’t want to do that again, consider removing those job duties from your resume or highlight different aspects of the job and minimize the part you don’t want to do again.

Technology: Develop the skills needed to succeed in today's workplace.

- Do not let technology be a barrier
- Collaborative Tools
- Excel, Power Point, & Word
- Social Media
- Interviewing with Video Technology
- Don't forget - Have a "Growth Mindset!" Instead of saying or thinking "I can't do that," say "I can't do that, **YET!**"



Thinking Partner:

Why would I want a coach if I don't playsports?

Even though you may know what you need to do, a good accountability and thought partner can be invaluable!

Consider using a friend, family member, or hiring a professional coach. A cost effective way to get help from a professional coach is group coaching. Typically these are once a week or once a month with 4-8 in the group. The key is to have someone act as a “thinking partner” and to hold you accountable to the steps to reach your “vision.”

Coaching is a “partnership” between the Coach and the Client in a thought-provoking and creative process that inspires you to maximize personal and professional potential. It is designed to facilitate the creation/development of personal, professional or business goals and to develop and carry out a strategy/plan for achieving those goals.

A coach can help you identify your values and vision, utilizing assessments, asking thought provoking questions, listening carefully, jointly developing relevant “homework”, identifying your resources (experiences and qualities), creating strategies to overcome blocks to success, and working toward a high degree of self-care.

A key aspect of the coaching relationship is developing appropriate action steps to help you move toward your goals and dreams.



Tools: “Second act” and “re-entry” resources, cont'd

<https://www.flexprofessionalsllc.com/>. Flex Professionals is a great resource for part time and flexible work.

<https://encore.org>. “Innovation hub tapping the talent of people 50+ as a force for good”

<https://www.irelaunch.com/CareerReentry>. iRelaunch has a comprehensive list of re-entry programs including some non profit options.

<https://www.charityconnect.us/strategic-volunteering>. Just to give a quick plug for the next session, Cristin, the founder, is amazing at helping to connect and create impactful and outside the box volunteer opportunities. Lots of great ways to do skills based pro bono work to try out new areas, update skills, network etc.

<https://www.montgomerycountymd.gov/volunteercenter/volunteers/50Plus.html>. Great resource for over 50 volunteers.

<https://onrampfellowship.com> Matches lawyers returning to the profession with law firms and legal departments for one year paid fellowships

<https://accessjca.org/career-gateway/> JCA’s Career Gateway: In case you missed Jodie Rasch at the beginning, JCA has an amazing program that can help you hone your resume, polish your networking and interviewing skills, use Internet job search resources more effectively, and turn your age and experience to your advantage.



Every journey begins with the first step.

It's all about ***MOMENTUM***...

Go ahead and take that first step!



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