

Network to Work Meeting

May 2023

RESOURCE DOCUMENT – *SUCCESSFUL CAREER REINVENTION*

Tips for Successful Career Reinvention

The pandemic greatly changed the look of work and the workplace, and the job market continues to evolve. One day we hear about mass layoffs, the next we hear about a shortage of workers. To remain employable in the face of this ongoing change, it is helpful to remember and implement career reinvention strategies.

1. Don't expect to fully "reinvent".

For most people, the reinvented career is usually – in some small way or form – related to what they did before. After getting clarity on the aspects of their previous career that they enjoy or are important (skills, industry, people, etc.), they find a way to blend those aspects with their new interests. These new interests are often rooted in passions or hobbies. As a result, they are able to leverage their years of experience in a new direction.

2. Take time to gain perspective.

To find a new direction takes time and self-reflection. Taking the time to truly consider what is important and what gifts and talents you want to use will give you valuable perspective on how to craft a new career. Start career asking yourself "why". Why do you want to reinvent your career?

3. Know your values

Our values change throughout our lives. Career or workplace dissatisfaction often happens because our job or workplace doesn't match or reflect our values. Examples of values are security, freedom, flexibility, integrity, collaboration, compassion, etc. Can you name five important values to you?

4. Surround yourself with positivity. Change your image of aging and quiet those inner voices.

Ageism is all around, but we control the power we give its messages. We can actively tune them out by surrounding ourselves with positive people and messages. Also, when you find yourself thinking that you're too old and lacking, think instead about what you offer that younger employees lack. Experience. Wisdom. Judgment. Work ethic. Perspective. And many transferrable skills.

5. Take action to avoid “paralysis by analysis”.

It’s easy to get stuck when the next steps aren’t clear and the surrounding messages are discouraging. That’s when it’s time to get out of your head and take action. Take full advantage of all of the training opportunities available to you through SCSEP. Explore volunteer opportunities of interest. Explore new career opportunities by reading or watching videos.

6. Get Clear on your Transferable Skills.

During the April meeting we discussed transferable skills. These are the strengths, abilities and areas of expertise that you could bring to most any job. Use the exercises and tools we have given you previously (including the “Assessing Your Employability Skills” activity) to identify those transferable skills you are most interested in using. Examples include: communication; creativity; quick learner; adaptability; problem solving; curiosity, agility and collaboration.

When you are clear on your transferable skills, then you are best able to communicate your strengths to future employers. You can use them to discuss how your past experience makes you a good candidate for a future job.

7. Fill in the Gaps and Reinvent your Expertise.

As you gain clarity on the career you wish to pursue, you may realize that you need to learn some new skills. Also, pay attention to the skills the job market is looking for, and find ways to build those skills. A4TD training is an invaluable start. Consider also formal education, online courses, volunteer opportunities, new technology Apps and personal projects as ways to foster skill growth. Also, as your skills and experience continue to develop, remember to add them to your resume!

What is Important to You?

Values are deeply held views of what we consider important and worthwhile. They come from our life experiences, our culture, our family, peers and those we admire, our religious affiliations, our education, and our work. They may also change over time. Values drive our decisions and behaviors, sometimes without our awareness. They are such a fundamental part of who we are that they are rarely questioned. When work or personal circumstances – or choice – cause us to act contrary to these values, we are likely to feel uncomfortable or unhappy.

What is most important to you as a component of a job or career that you value? Consider the work-related values on the next page. Can you narrow the list down to ten that are most important to you?

_____ Accomplishment	_____ Freedom	_____ Physical challenge
_____ Advancement	_____ Friendships	_____ Pleasure
_____ Adventure	_____ Growth	_____ Power and authority
_____ Affection	_____ Having a family	_____ Privacy
_____ Arts	_____ Helping others	_____ Public Service
_____ Challenge	_____ Helping society	_____ Purity
_____ Change / Variety	_____ Honesty	_____ Quality activities
_____ Close Relationships	_____ Independence/autonomy	_____ Quality relationships
_____ Community / Country	_____ Influencing others	_____ Recognition (respect, status)
_____ Competence	_____ Inner harmony	_____ Religion
_____ Cooperation	_____ Integrity	_____ Reputation
_____ Creativity	_____ Intellectual status	_____ Responsibility / accountability
_____ Decisiveness	_____ Involvement	_____ Security
_____ Democracy	_____ Job tranquility	_____ Self-respect
_____ Effectiveness	_____ Knowledge	_____ Serenity
_____ Efficiency	_____ Leadership	_____ Sophistication
_____ Environment	_____ Lifestyle	_____ Stability
_____ Ethics	_____ Location	_____ Status
_____ Excellence	_____ Loyalty	_____ Supervising others
_____ Excitement	_____ Market position	_____ Time freedom
_____ Expertise	_____ Meaningful work	_____ Truth
_____ Fame	_____ Merit	_____ Wealth
_____ Fast Lifestyle	_____ Money	_____ Wisdom
_____ Fast-paced work	_____ Nature	_____ Work under pressure
_____ Financial gain	_____ Order (stability)	_____ Work with others
_____ Financial Security	_____ Personal development (living up to potential)	_____ Working alone
_____ Other	_____ Other	_____ Other

Adapted from:

“5 Tips for a Successful Midlife Career Reinvention”, from MyLifestyleCareer.com

<https://www.mylifestylecareer.com/5-tips-for-a-successful-midlife-career-reinvention/>

“3 Key Strategies for a Successful Career Reinvention in Midlife”, by Judy Schoenberg, EvolveMe, February 4, 2022.

https://www.linkedin.com/pulse/3-key-strategies-successful-career-reinvention-judy-schoenberg-?trk=articles_directory

“Career Reinvention is About More Than Just Skills: 3 Areas Critical To Employability in the Future of Work”; by Dawn Graham, Forbes; October 20, 2020, <https://www.forbes.com/sites/dawngraham/2020/10/20/career-reinvention-is-about-more-than-just-skills-3-areas-critical-to-employability-in-the-future-of-work/?sh=21165d1c4991>

“7 Strategies to Reinvent your Career”, by Caroline Castrillon, contributor, Forbes, July 24, 2022.

<https://www.forbes.com/sites/carolinecastrillon/2022/07/24/7-strategies-to-reinvent-your-career/?sh=1fd8b00b137e>