



YOUR 5-STEP ROADMAP TO MAKE EACH MONDAY COUNT

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Are you taking the right steps to build a successful and fulfilling career?



Whether you are looking to shift roles, excel in your current job, or move up and assume more responsibility, there are five strategic and intentional steps you can take to align your work life with who you want to be.

1 Understand Your Foundational Strengths and Values:

Are you clear on your top talents, interests, and capabilities? What personal values are most important to you? These strengths make you unique and valuable and can help guide you towards a fulfilling long-term career.

HOW DO YOU TAKE STOCK OF WHO YOU ARE?

- **Reflect on Past Experiences:** Identify what you did well, what you enjoyed, and what you would like to continue doing.
- **Complete Behavioral Skills Assessments and Value Inventories:** These tools can help you prioritize your strengths and values and identify blind spots.
- **Gather Meaningful Feedback:** Ask those who know you to list your strengths and skills, as well as the types of projects and tasks where you thrive. This will help identify any blind spots you may have missed in your self-assessment.

"I absolutely love Camille's coaching approach as it feels like having a casual conversation with a friend. She is incredibly patient and skillfully poses thought-provoking questions that often uncover the most straightforward solution. It truly feels like an enlightening journey of mutual exploration rather than a one-sided lecture. Regardless of where you are in your career, I am confident that her coaching will greatly benefit you."

MARKETING MANAGER, HEALTH AND SAFETY

2 Identify Opportunities to Shine:

Leaning into tasks that showcase your strengths and values can increase your job satisfaction and motivate you to excel. It can also lead to new opportunities, promotions, and career advancement that align with what's important to you.

HOW DO YOU DETERMINE WHICH TASKS TO FOCUS ON?

- **Revise Your Job Description:** Instead of focusing on tasks, rewrite it to highlight the underlying skills and personal values required to succeed.
- **Determine Areas of Alignment:** Compare your skills and value-based job description with your foundational strengths. Where do they align?
- **Create a Strengths-Based Elevator Pitch:** Instead of introducing yourself by listing your title or responsibilities, focus on succinctly describing the skills and values you offer. Introduce yourself to others in this way to demonstrate what you can do beyond the limitations of your current role.

"Working with Camille has been an incredibly rewarding experience. After each session, I noticed a shift in how I approached both my career and personal development. Her coaching helped me reconnect with my core strengths and reminded me of the clarity and confidence I once had as I began my professional journey. Camille's insightful guidance empowered me to gain a deeper understanding of my skills, strengths, and what truly drives me, and I now feel more confident in how I tackle challenges and seize opportunities."

ANALYST, OIL AND GAS INDUSTRY

3 Build Meaningful Relationships and Connections:

Having a supportive professional community can provide you with a sounding board when navigating corporate culture, access to additional opportunities, and help in promoting your value and contributions throughout the organization.

HOW DO YOU BUILD RELATIONSHIPS WITH CO-WORKERS?

- **Look for Shared Experiences:** Professional relationships may start with corporate overlap, but they are built through shared experiences. Go beyond work and share stories and ask questions about life outside the office to find common values and interests.
- **Look Beyond Titles and Roles:** While it's beneficial to get to know senior leaders, investing time in building relationships with those at more junior levels or in different groups can provide unique insights and perspectives.
- **Take Advantage of Opportunities to Mingle:** Doing good work is expected to keep your job. To drive additional opportunities, you need to help craft others' perceptions of who you are and what you are capable of. Attend the pizza party, join the volleyball team, and introduce yourself to others at the town hall as these activities allow you to showcase your unique strengths and curated professional brand.

5 Know When It's Time to Seek New Opportunities:

While change can be uncomfortable, it is often necessary for long-term personal and professional growth. New positions and new organizations can provide you with the chance to pursue opportunities that better align with your goals and values.

HOW DO YOU KNOW WHEN ITS TIME TO MOVE ON?

- **You Achieved Most of Your Goals:** When your current role provides few opportunities to learn or grow skills that align with what you sought to accomplish, determine whether it is beneficial to remain where you are.
- **You Lack Your Prior Enthusiasm:** Procrastination, dread, or just a lack of excitement in carrying out your current responsibilities is often a sign that it is time to seek a different role.
- **Your Role is Misaligned with Your Values:** If your job is causing you to develop habits that are not aligned with what is most important to you, whether that may be spending time with family, harnessing your creativity, or focusing on client relationships, it is time to look for a more meaningful position.

"Working with Camille as my executive coach has been an incredibly positive experience. Our relationship was built on trust and confidentiality, creating a safe and supportive environment. This has allowed me to openly share my professional challenges and aspirations, leading me to think about my professional growth through a transformational lens."

VP, FINANCIAL SERVICES

4 Try, Fail, Adapt, and Persevere:

Successful leaders aren't afraid to fail because they understand that the best lessons often come from recognizing the shortcomings of any situation, including their own opportunities for growth.

Failure isn't about defeat; it's about learning and reassessing what you thought you knew to become a wiser and more resilient individual ready to succeed at the challenges you face.

HOW DO YOU GET COMFORTABLE WITH CHANGE?

- **Reflect on Your Many Accomplishments:** Remind yourself that you have succeeded countless times in your career. By recognizing your ingenuity, abilities, and perseverance, you can eventually accomplish whatever is required.
- **Build a Healthy Relationship with Stress:** Stress doesn't have to be bad. Healthy stress can provide motivation and energy, but unhealthy stress can overwhelm you and negatively impact your physical and mental well-being. Learn to change your perspective and see the positives in stressful situations by seeking support, maintaining a healthy lifestyle, and realizing the valuable lessons you are learning by navigating stressful situations.
- **Focus on Your Long-Term Objectives:** No one is expected to master everything instantly. Allow yourself the grace to learn, fail, and grow. It's part of being human.