

MRW Consulting

Making Career Transition Work for You

“Career Transition” can be one of the most exciting, difficult, energizing and challenging experiences of your life! By choice or chance, many individuals are in the process of, or thinking about, doing something other than what they are doing today.



Often, individuals reach a point in their careers where they *choose* to make a change. Feeling stuck in one’s job or career, or attracted to self-employment, a portfolio career and/or entrepreneurship are some of the reasons for voluntary career change.

Often, individuals are thrust into making a *forced* career change. Corporate restructurings, down and/or right-sizings and industry transformation -- think of print to digital transformation in media -- are just some of the forced reasons for career change.

Making the shift out of your professional comfort zone can be daunting, overwhelming and a formidable challenge. Career Transition is about more than finding a job. It is a process of *exploration* along many different paths, including career shifting, entrepreneurship and re-invention of self. It is a process that links your passions, background, strengths and experiences to what is happening in the marketplace.

Often, engaging the support of a dedicated career transition consultant can drive quicker, targeted results. Career transition consultants not only provide subject matter expertise on current market dynamics, but they understand the emotional nuances of change. They typically will work with you to evaluate your interests, objectives, skills, strengths, values and accomplishments; and then develop an individualized course of action in pursuit of your goals.

Whether using the support of an expert or going it alone, following are the elements of an effective approach to career transition.

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Human Resources Solutions and Consulting Services

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- 1 Define your objectives. What is most important to you in your next career move? Are you seeking re-employment, career change or an entrepreneurial venture?
- 2 Develop an individualized action plan. If you have multiple pursuits, develop a plan for each. As you advance in your career transition activities, you will start to evaluate which pursuits most excite and energize you. Don't narrow your pursuits too soon. Give yourself the time to fully explore your options.
- 3 Consider taking one or two assessments, such as Myers-Briggs, for additional perspectives on your personal preferences, values, skills and strengths
- 4 Create and/or refine your written and verbal marketing and personal branding messages, i.e., professional biography, resume, letters of introduction, website, LinkedIn profile, "two-minute pitch"
- 5 Create a strategic networking strategy. Who will you reach out to? In what manner? What will you ask for? What will you offer as a mutual exchange?
- 6 Give yourself homework. Mapping out assignments and tasks, with quantitative measures and deadlines (e.g., how many calls per day, how many events per month), will provide structure and accountability for your productivity.
- 7 Conduct interim assessments of your progress. Are you on track? What direct and indirect feedback are you getting from the market? Are you feeling inspired and energized? Adjust your activities as necessary.

Career transition, chosen or forced, can be an exciting opportunity. When else do you get the chance to step off the treadmill and reflect?! *Am I doing what I want to continue doing? Is it time to make a change? Is there something I've been thinking about doing but never acted upon?* Now may be your lifetime opportunity to fuel and channel your passions, to start on a new, different career path; a path leading to greater personal happiness, fulfillment and long-term success. You simply need to jump in!

----- Muriel Watkins is Founder and President of MRW Consulting. Her consultancy delivers customized Human Resources solutions to organizations and a broad range of coaching services to individuals. She offers career and life coaching to middle to senior-level executives, career-switchers and newly-minted graduates.

*To schedule a free consultation for coaching services, please contact us:
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