preparation tools

Job vs. Soul Search

interests first, then options

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Job vs. Soul Search

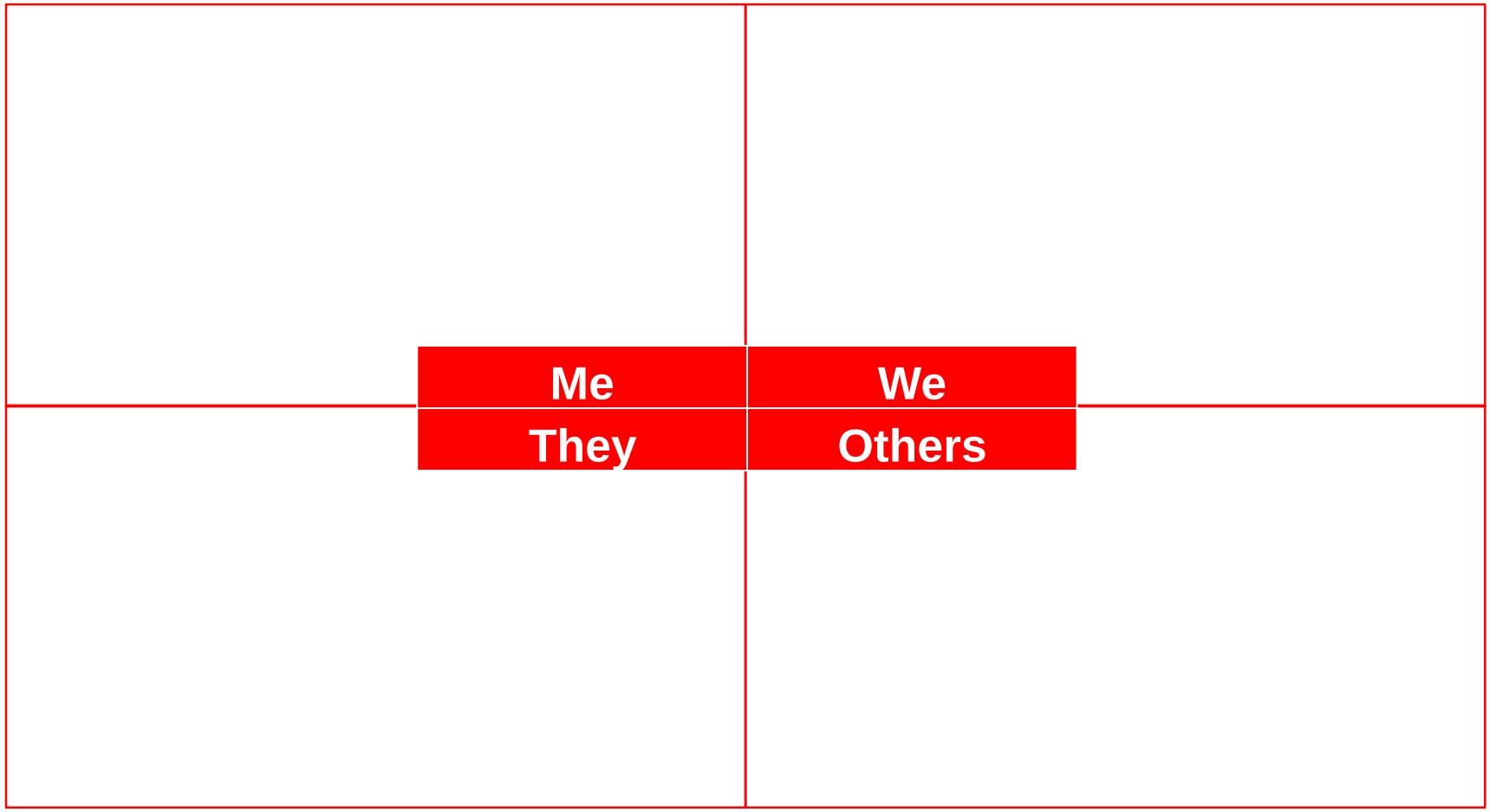


interests first: what do I want?



then options: how to get it?

Parties: what does everyone care about?



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Scope: interests at different levels





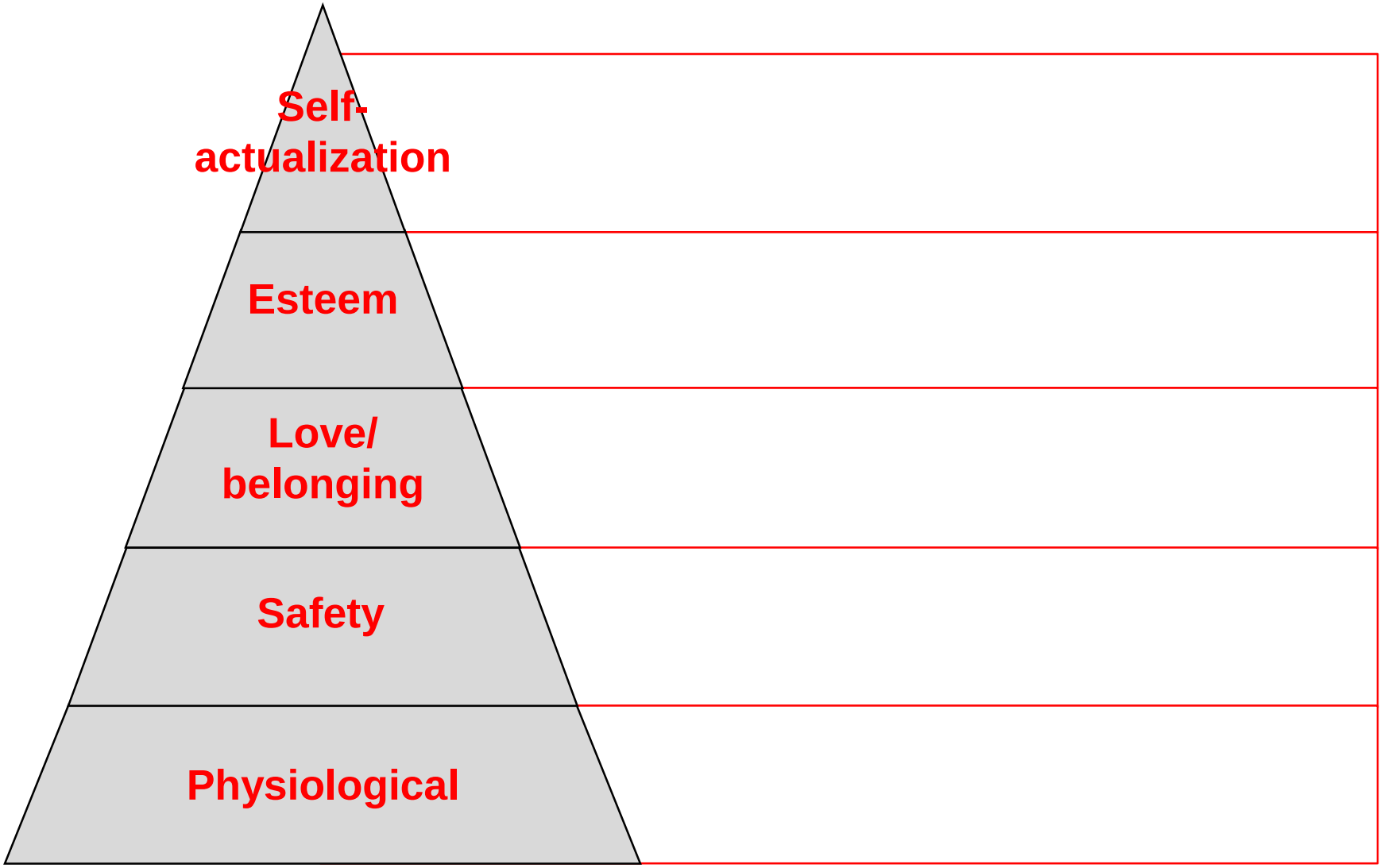
Individual	Group
Organization	Global





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Interests model: Maslow



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Interests model: life dimensions



Physical

Emotional





Mental

Spiritual



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Time horizon

Short (e.g., 12 months)	**Medium** (e.g., 3-5 years)	**Long** (e.g., retirement)

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My ideal obituary

by a close relative or friend	by a business colleague
by a friend in the community	by a tree or animal

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Job vs. Soul Search

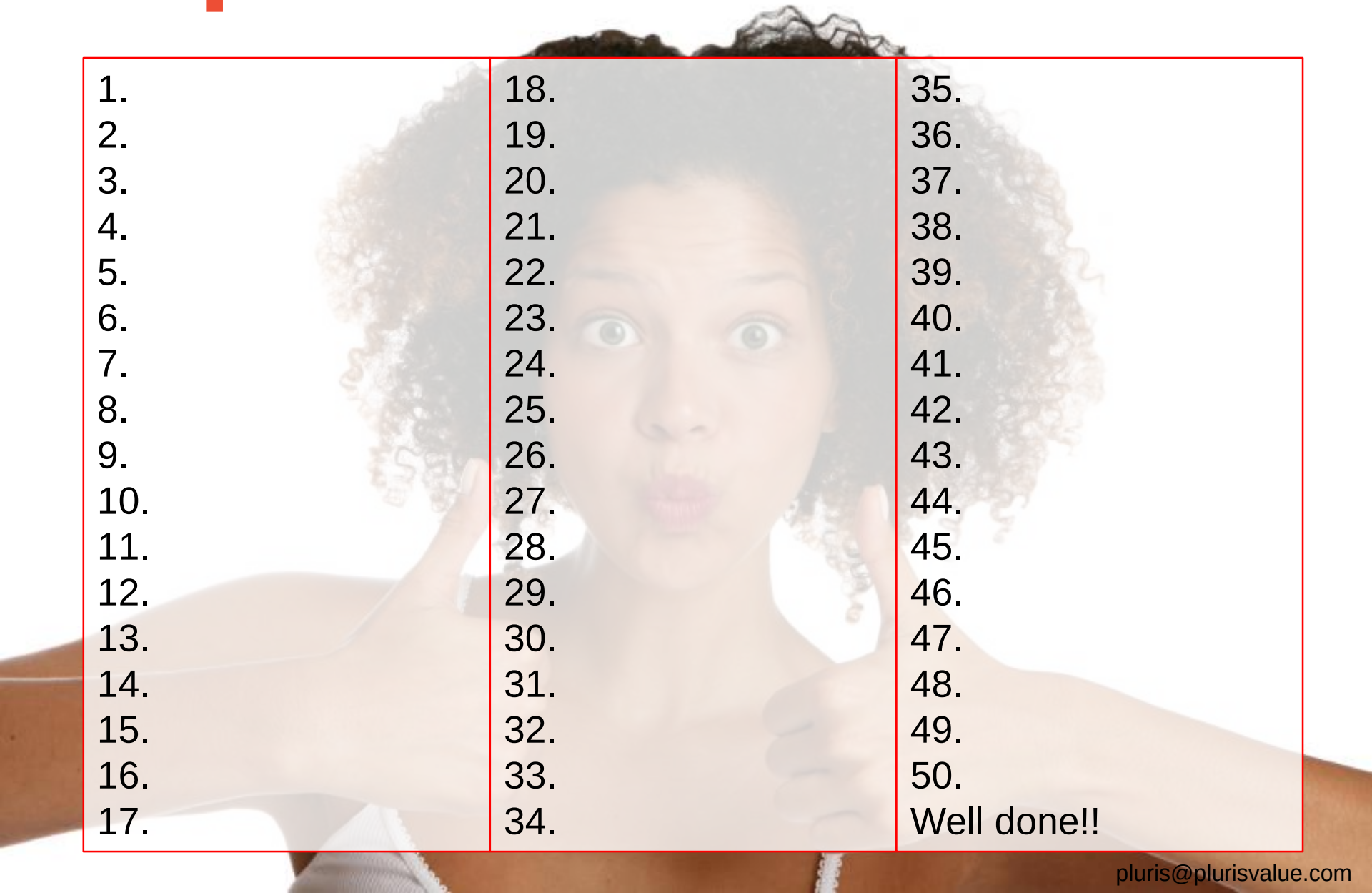


interests first: what do I want?



then options: how to get it?

50 proud life achievements



1.	18.	35.
2.	19.	36.
3.	20.	37.
4.	21.	38.
5.	22.	39.
6.	23.	40.
7.	24.	41.
8.	25.	42.
9.	26.	43.
10.	27.	44.
11.	28.	45.
12.	29.	46.
13.	30.	47.
14.	31.	48.
15.	32.	49.
16.	33.	50.
17.	34.	Well done!!

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50 things I love to do



1.	18.	35.
2.	19.	36.
3.	20.	37.
4.	21.	38.
5.	22.	39.
6.	23.	40.
7.	24.	41.
8.	25.	42.
9.	26.	43.
10.	27.	44.
11.	28.	45.
12.	29.	46.
13.	30.	47.
14.	31.	48.
15.	32.	49.
16.	33.	50.
17.	34.	Well done!!

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50 things I do really well

1.	18.	35.
2.	19.	36.
3.	20.	37.
4.	21.	38.
5.	22.	39.
6.	23.	40.
7.	24.	41.
8.	25.	42.
9.	26.	43.
10.	27.	44.
11.	28.	45.
12.	29.	46.
13.	30.	47.
14.	31.	48.
15.	32.	49.
16.	33.	50.
17.	34.	Well done!!

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Love vs. Do well

How can I improve my skills?	*How to make a living in this?*
Why would I be doing this??	*Can I like this more? If not, how to avoid the 'average job' trap?*

Love: + / −

Do well: + / −

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The questions

What would I do in life if I…

… had €1 bn in my bank account?

… knew I had only 10 years to live?

… believed in Judgment Day?

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Life planning

Age:	20s	30s	40s	50s	60s	70s

Physical



- Sports
- Health
- Sleep
- Nutrition
- ...

Mental



- Studies
- Work
- Reading
- Writing
- ...

Emotional



- Family
- Friends
- Leisure
- Geography
- ...

Spiritual



- Religion
- Meditation
- Balance
- Values
- ...

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Work design options

Material comfort
- Living standards
- Lifestyle
- Family size
- Buying power
- Income/savings
- Short/long term

Role/job
- Tasks, activities
- Responsibility
- Leadership
- Challenge
- Independence

Development
- Career path
- Promotions
- Training
- Mentoring
- Variety

Relationships
- Colleagues
- Managers
- Clients
- Suppliers
- Family
- Friends

Time/balance
- Free time
- Vacationing
- Time with family
- Predictability

Space/comfort
- Open-air/office
- Office standards
- Travel/no travel
- Commuting time

Meaning
- Make a difference
- Feel fulfilled
- Impact on world
- Impact on community
- Impact on family

Other
- Risk/certainty
- Variety/stability
- Start up/mature
- Success
- Status
- Power
- Recognition

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My ideal work

Material comfort	**Role/job**	**Development**	**Relationships**
Time/balance	**Space/comfort**	**Meaning**	**Other**

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Rewards options

$$$$$
- Salary
- Bonus
- Commissions
- Overtime
- Stock options
- Retirement
- Loans
- Savings plan

Allowances
- Relocation
- In-kind
- Discounts
- Credit card
- Phone, Internet
- Transport
- Memberships
- Tax advice

Assets
- Mobile
- Blackberry
- Laptop
- Car
- House
- Jet
- Helicopter
- Yacht

Insurance, etc.
- Health, dental
- Life
- Risk/accident
- Liability
- Childcare
- Golden parachute
- Outplacement

Time
- Work hours
- Work week
- Holidays
- Unpaid leave
- Maternity
- Flexible
- Part-time

Space
- Country/city
- Close to home
- Rotating offices
- Client office
- Open space
- Own room
- From home

Training
- Tuition
- Travel
- Work/free time
- Conferences
- Study trips
- Publications
- Books

Role/job
- Job description
- Function
- Department
- Position/title
- Boss
- Team
- Career plan

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My ideal package

$$$$$	Allowances	Assets	Insurance, etc.
Time	Space	Training	Role/job

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