

 INSPIRE

Career Development Programme

Career Elements Audit



Career Elements Audit – where am I now?

How to use this questionnaire

Score each question out of 10, where 1 is low and 10 is high. Make a note of any question which scores less than 7 and think about what's not right yet. If a question scores higher than a 5, reflect on what changes you need to make to increase your enjoyment and success. If any question scores under 5, it may be time for a major rethink!

Career/job happiness element

Score

1. How well does my current work reflect who I really am?

There is nothing worse than work which is contrary or a poor fit with who you are. It causes unhappiness, physical and mental illness and erodes your soul as you strive to be someone you're not. Career success and happiness comes when who you are and what you value is fully aligned with what you do.

2. How well does it reflect my needs and wants?

We all have particular needs whether they are: money, recognition, reward, autonomy, challenge, the opportunity to learn and grow, work life balance or anything else which is important to you. If you have a low score for this question, consider which of these elements is missing from your working life and how you can add them to the mix.

3. How well does it play to my natural talents?

Nurturing nature is much easier than trying to change her so being able to use your natural talents a lot helps to stack the odds of career success in your favour. Not only that, it is the most effective path to growth, happiness and well-being. After all, it's not easy to get a river to flow up a hill.

4. How much do I love what I do?

Feeling passionate about what you do, or at least being very interested in it really matters if your work is going to sustain you over the course of a working lifetime, or even a week!! Of course your interests and passions may well change and if your work doesn't excite you, then perhaps it's time to find something that does.

5. How meaningful is what I do to me?

You may be passionate about something but if it is purely something which interests you on one level but isn't purposeful, or doesn't make the contribution and impact you want to make, perhaps it's time to re-evaluate or pivot in another direction.

6. How well do I fit with the people I work with?

You spend more time with your work colleagues, suppliers and clients than you do with your partner in the course of a working week, so choosing well here is critical. If you're not happy being with the folk surrounding you, then it might be time to divorce from your current job!

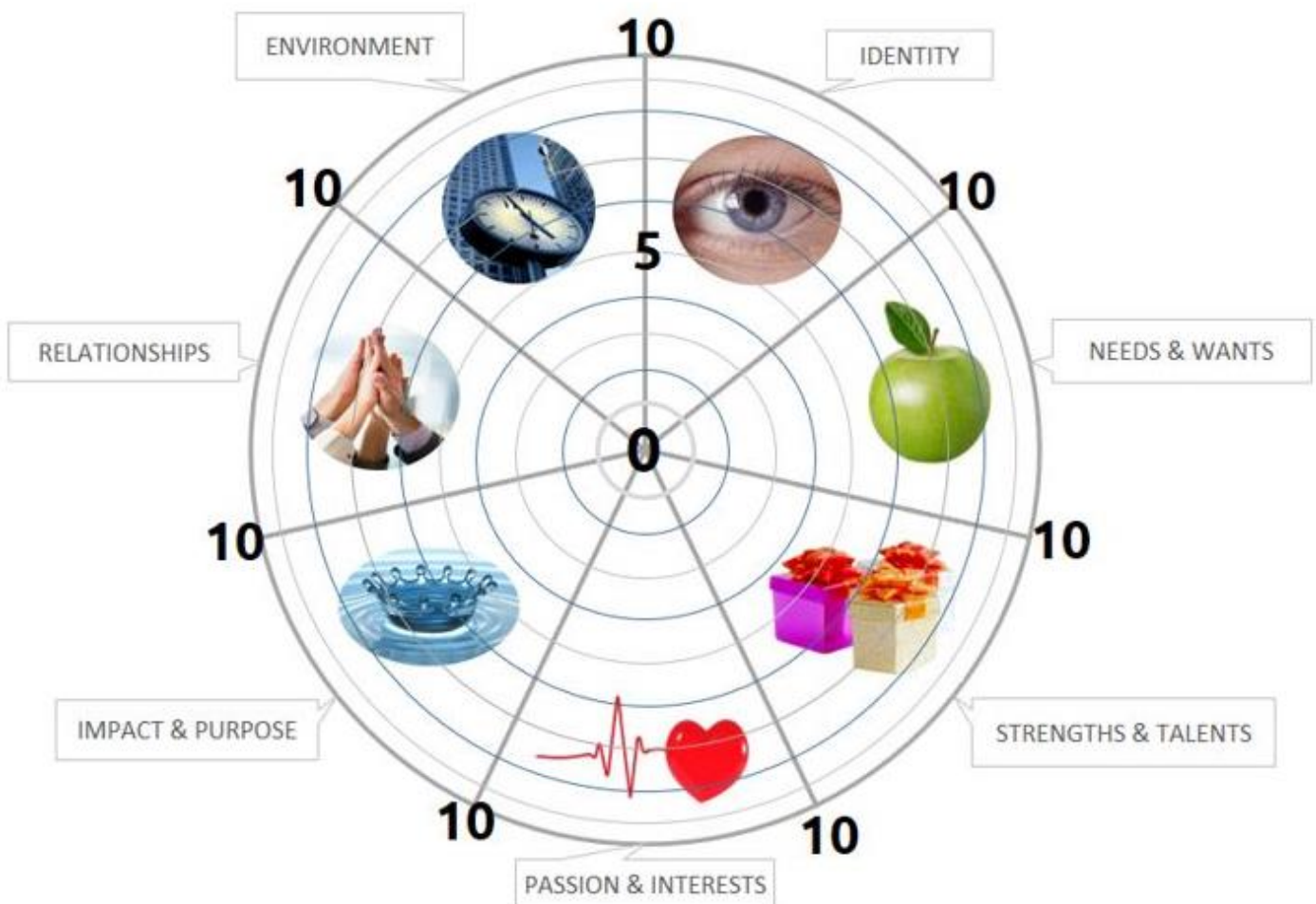
7. How much does the location and environment I work in suit me?

If you give a low score to this question and find your workplace or location draining, perhaps it's time to move to an environment which feeds you rather than drains you.

The Career Elements Wheel – where am I now?

How to use this activity

Print the Career Elements wheel and map out your scores from the previous page onto the relevant segment. Now, simply join the dots up to give you a clear picture of the elements you need to work on to improve your overall career happiness.



Use the grids below to identify which elements are working well and which elements you need to focus on to improve your overall happiness at work.

Career elements that are working well:

Career elements I need to work on:

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Overleaf there are seven questions, each of which corresponds to an individual career element. Use the appropriate question to help you identify what changes you need to make to increase your score in an individual element.

Career Elements Audit – where do I want to be?

Seven Questions to Increase Your Career Happiness & Success

Use these questions to identify the changes you want to make to your current career.

IDENTITY - Who do I want to be/become?

NEEDS & WANTS - What life do I want to live?

STRENGTHS & TALENTS – Where are my gifts best served and most wanted?

PASSION & INTERESTS- What fascinates me?

IMPACT & PURPOSE - What do I want to be known for?

RELATIONSHIPS - Who do I want to spend my work time with?

ENVIRONMENT - Where do I want to spend my work time?

Career Elements Audit – My Plan For Moving Forward

Using your insights from the previous page, use this space to identify how you will move forward in each of these elements. Consider setting short, medium and long term objectives. The more energy you put into elements which are working least well now (ie scoring 5 or less) the quicker you can move towards greater career happiness.

IDENTITY - Who do I want to be/become?

NEEDS & WANTS - What life do I want to live?

STRENGTHS & TALENTS – Where are my gifts best served and most wanted?

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The Career Elements Audit forms part of the INSPIRE career development programme. We hope you have found it helpful. If you need more support, please email enquiries@careeralchemy.co.uk or visit www.careeralchemv.co.uk for more information



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