



BUILDING YOUR VISION: What Is Your Ideal Career Future?

Your vision is your North Star. By being clear about what you want to do, you will make choices that align with your important values and what you want for your career and life. Focusing on “the what” before you get to “the how” greatly increases your effectiveness in landing an opportunity that is right for you.

Your vision sets the strategy and enables the tactical. This includes knowing your needs and preferences, which are the qualities of a role and workplace you require and desire that bring you satisfaction and fulfillment beyond the responsibilities of your job.



Pick a time in the future: 1 year, 3 years, 5 years...

- Where are you?
- What are you doing?
- Who is with you?



Imagine that you have achieved great career success...

- What have you accomplished?
- What does your life look like?
- How would people describe you?



What would you most like to attain in your career?



What's the most important impact you want to make in your career?



What makes you distinctive in your work; how can you leverage that in your future?



BUILDING YOUR VISION: What Are Your Needs and Preferences?

- Company culture, mission, and values
- Team/Colleagues—level of interaction with others
- Compensation
- Flexibility
- Location
- Lifestyle, including personal and family time
- Company size
- Autonomy
- Benefits
- Travel
- Commute



Describe times when you felt fulfilled in your work.



What important needs and preferences were being met?



What needs and preferences are presently important to you?
Prioritize your top 3.

