Career Happiness: Discover Ways to Professionally Flourish

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Career Happiness: Discover Ways to Professionally Flourish

Presented by
Denise Riebman,
CareerHappinessCoach.com
Director, Career Development and Alumni Services,
Trachtenberg School of Public Policy and Public Administration, The George Washington University

Wednesday, November 4, 2015
12:00 – 1:00 pm EDT

Don’t ask yourself what the world needs, ask yourself what makes you come alive. And then go do that. Because what the world needs are people who have come alive.

—Harold Whitman
Failure
NEXT EXIT
WHAT WOULD YOU
ATTEMPT TO DO
IF YOU KNEW YOU
COULD NOT FAIL?
When a reporter asked, “How did it feel to fail 1,000 times?” Edison replied, “I didn’t fail 1,000 times. The light bulb was an invention with 1,000 steps.”
# Mindset

<table>
<thead>
<tr>
<th>Fixed Mindset</th>
<th>Growth Mindset</th>
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<tbody>
<tr>
<td>Desires to look smart</td>
<td>Comfortable with uncertainty</td>
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<tr>
<td>Avoids challenges</td>
<td>Embraces challenges</td>
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<tr>
<td>Gives up easily</td>
<td>Persists when the going gets tough</td>
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<tr>
<td>Ignores negative feedback</td>
<td>Learns from feedback</td>
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<tr>
<td>Threatened by others success</td>
<td>Inspired by other people’s success</td>
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*Denise Riebman*
CareerHappinessCoach.com
DRiebman@gwu.edu
Sometimes the thing that is holding you back...

...is all in your head.
1. Maximize chance opportunities
2. Listen to lucky hunches
3. Expect good things
4. Turn bad luck into good
Curiosity is linked to happiness, career success and academic achievement!

— Albert Einstein
Where do we go from here?
TALENTS

Strengths
(e.g. adaptable, disciplined, connector, analytical, future thinker, persistent, highly creative, natural leader)

Purpose

Values

Employment Values
(e.g. type of leadership and colleagues, hierarchy, stable, entrepreneurial, internal promotion potential)

Work Life Values
(e.g. short commute, flexible work schedule, maternity/paternity leave, extra vacation time)

Competencies
(e.g. financial analysis, public speaking, research, community organizing, fundraising, process improvements)

Causes/Industries
(e.g. startups, voter rights, access to higher education, technology, development, financial services)

What opportunities are available for what you want to do, in this economic market, where you live/want to live? And what are future possibilities?

Denise Riebman
CareerHappinessCoach.com
Drieblman@gwu.edu
Assessments
- Strength Finder: www.gallupstrengthscenter.com
- VIA Assessment: www.viacharacter.org

Activities
- Performance Evaluations
- Play History
- Flow “Experiences
- Facebook “Tell me what I rock at”

Strengths
(e.g. adaptable, disciplined, connector, analytical, future thinker, persistent, highly creative, natural leader)

Competencies
(e.g. financial analysis, public speaking, research, community organizing, fundraising, process improvements)

Dislike and/or Weak
Like and/or Good
Love and/or Great

Denise Riebman
CareerHappinessCoach.com
DRiebman@gwu.edu
People who use their strengths every day are six times more likely to be engaged on the job.

Denise Riebman
CareerHappinessCoach.com
DRiebman@gwu.edu
Questions to Ask Yourself
- What Twitter/FB posts catch your eye?
- What emails do you delete?
- Who do you like to talk to?
- Who do you admire?
- What are you bored by?
- What are you endlessly curious by?

Assessments
www.imperative.com/assessment
http://www.mynextmove.org/explore/ip
http://www.assessment.com/TakeMAPP/
Research shows that people who see their life as having a strong purpose are more focused, resilient, and inventive in goals.
Work Life Values
(e.g. short commute, flexible work schedule, maternity/paternity leave, extra vacation time)

VALUES

WE’RE NO LONGER USING THE TERM “WORK–LIFE BALANCE” BECAUSE IT IMPLIES THAT YOUR LIFE IS IMPORTANT.

NOW WE CALL IT “WORK–LIFE INTEGRATION” SO IT’S EASIER TO MAKE YOU WORK WHEN YOU WOULD PREFER BEING WITH LOVED ONES.

AND I’D LIKE TO GIVE A BIG THANKS TO THOSE OF YOU WHO NEVER HAD A LIFE. 

YOU’RE WELCOME.

THE SECRET TO HAVING A REWARDING WORK–LIFE BALANCE IS TO HAVE NO LIFE.

THEN IT’S EASY TO KEEP THINGS BALANCED BY DOING NO WORK.

SO SIMPLE, AND YET, SO GENIUS.

IT WAS HIDING IN PLAIN SIGHT.

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DRiebman@gwu.edu
Employment Values
(e.g. type of leadership and colleagues, hierarchy, stable, entrepreneurial, internal promotion potential)

VALUES

Denise Riebman
CareerHappinessCoach.com
DRiebman@gwu.edu
Assessments


Activities

- Future Self Activity
- Ideal day, in your ideal job
- Litmus Test
Are you in the wrong job?
Job Crafting
Amy Wrzesniewski

TASKS
• Adding, changing, delegating responsibilities

RELATIONSHIPS
• Building new relationships
• Shifting existing relationships

MEANING
• Reframing purpose of role
• Changing thoughts about role

https://hbr.org/2010/06/managing-yourself-turn-the-job-you-have-into-the-job-you-want
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CareerHappinessCoach.com
DRiebman@gwu.edu
TALENTS

VALUES

PURPOSE

Denise Riebman
CareerHappinessCoach.com
DRiebman@gwu.edu
Give me six hours to chop down a tree, and I will spend the first four sharpening my axe. The best way to predict the future is to create it. Most folks are about as happy as they make their mind out to be.

Denise Riebman
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