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See Differently. Business Differently.

12-Day Turnaround with Chris Jarvis

Day 5 – Career GPS

We are making great progress. You now have a better understanding of who you are. You likely can see why certain tasks and roles have worked with in the past and why others have not been as productive or rewarding.

Note: Please print these Turnaround Worksheets and invest time going through them. Are you a day or two behind? No problem. Don't skip days, stay with the process.

You also did an assessment of your existing practice. You have an idea of what you do and how well you are doing it. You likely have seen a few trends from looking at data over a few years.

Here comes the interesting part of the analysis. Is your current career, role and set of responsibilities utilizing your strengths and NOT relying on you to work through your weaknesses?

I once owned a company that managed insurance companies for dozens of businesses. This was a heavily regulated, detail-orientated business. Though it was profitable, it was killing me because it forced me to be organized, follow a routine, stick to consistency, and offered very little room for creativity. I was making money but dying inside. I had to sell this company to save my soul. Luckily, I did. The rest, as they say, is history.

For you, we want to answer the questions below honestly to see if we need to make some subtle, or not-so-subtle, changes to your business or career to align your professional goals with your personality.

Don't be afraid. This exercise may encourage you to make some big changes, but they will only be big changes because your business is currently not working for you. It will be time to do a "big turnaround" and start going in the right direction.

This is fun—and very important. Let's get to it.

Career GPS Form

Strength Finder – Top Strengths

- 1. .
- 2. .
- 3. .
- 4. .
- 5. .

How do you use strength #1 every day in your career?

Think about your typical week in the office. How would allocate your time spent?

_____ % of time is spent utilizing my top 5 skills

_____ % of time is spent not utilizing my strengths.

(must add up to 100%)

How could you be using your top strengths to improve your (two ways for each)

Lead generation _____

Case design _____

Improve operations _____

Build better Relationships with clients _____

Generate referrals _____

Are you using your main strengths to drive your career or is your career requiring you to use primarily other skills than your top ones?

Myers Briggs

Your score is _____

Extrovert _____% Introvert _____%
Intuitive _____% Sensing _____%
Thinking _____% Feeling _____%
Perceiving _____% Judging _____%

How does this personality test explain some of your biggest challenges in your career?

What do you believe is the perfect Myers Briggs profile for a sales person? Why?

Which trait makes you most valuable to your clients? Why?

Which tasks or roles are most difficult for you because they don't come naturally?

What could you do to remove those tasks that are so difficult or frustrating to you?

What tasks, that you aren't currently doing, would appear to come naturally to you now?

Your DISC score:

Dominance _____%
Influence _____%
Stability _____%
Compliance _____%

How does this result explain your successes in your current or previous career?

How does this result explain some of your most significant challenges in your career?

Which trait, of the four, do you think is most important to clients? Why?

Which trait do you wish you had MORE of? Why?

Which important tasks in your career require you to utilize your two lowest scores?

How could you remove those/get them off YOUR to do list?

Which tasks, that you currently don't do, would seem to fit your personality?

What would you need to do to afford yourself the opportunity to do more of the things that come naturally to you?

The results above show your natural abilities. Each of us has a different set of skills. The most successful people spend create roles that utilize their primary skills. They also find ways to eliminate the things that are most difficult for them. With all of this in mind, and after looking at the way you answered the questions in the Career GPS above, what three things would be the most valuable for you to do now?

1. I need to be doing a lot more

2. I need to be doing a lot less

3. To allows me to eliminate #2 and do more of #1, I must do the following things
 - a. I need to

 - b. And I want to _____
 - c. And I should also _____