McCombs
Career Webinar
Thursday, February 18, 2016
Which Way Do I Go?
Discover the Right Transition for the Right Reasons

Brought to you by:
Wendy Nolin of
Wendy Nolin Worldwide
Work vs. Career

What would ya say...ya do here?
Work vs. Career

I just sorta space out...

I just stare at my desk but it looks like I'm working. I do that for probably another hour after lunch too.
WORK VS. CAREER
“Don’t think what’s the cheapest way to do it or what’s the fastest way to do it...think ‘what’s the most amazing way to do it,’”
What do you want your Work to do FOR you?
Types of Transitions

**Current Career**

- **Job Change**

**New Career**

- **Career Development**

**Current Industry**

**New Industry**

- **Industry Change**

- **Transformation**

Career Transition Matrix, from The National Society of Career Management
Transitions and Associated Risks

Job Change

- Low risk
  - Highly transferable skill set
  - Same role, different company
CAREER DEVELOPMENT

- Low to moderate risk
- Promotion or progression in role
- Same or different company
INDUSTRY CHANGE

- Moderate to high risk
- Same role, different industry
- Some difficulty translating and repackaging skills
TRANSITIONS AND ASSOCIATED RISKS

TRANSFORMATION

- High risk
  - Some transferable skills, requires new ones
- Potentially long transition time
ASSESS YOUR RISK TOLERANCE

TIMELINE

- Age
- Speed to market
- Speed to income
# Assess Your Risk Tolerance

<table>
<thead>
<tr>
<th>Age</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>&gt;30</td>
<td>12</td>
</tr>
<tr>
<td>31-39</td>
<td>10</td>
</tr>
<tr>
<td>40-49</td>
<td>8</td>
</tr>
<tr>
<td>50-59</td>
<td>4</td>
</tr>
<tr>
<td>60+</td>
<td>0</td>
</tr>
</tbody>
</table>
Assess Your Risk Tolerance

<table>
<thead>
<tr>
<th>Speed to Market</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 3 months</td>
<td>0</td>
</tr>
<tr>
<td>3-6 months</td>
<td>2</td>
</tr>
<tr>
<td>6-12 months</td>
<td>4</td>
</tr>
<tr>
<td>1-3 years</td>
<td>6</td>
</tr>
<tr>
<td>4+ years</td>
<td>8</td>
</tr>
</tbody>
</table>
## Assess Your Risk Tolerance

<table>
<thead>
<tr>
<th>Speed to Income</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 3 months</td>
<td>0</td>
</tr>
<tr>
<td>3-6 months</td>
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<td>6</td>
</tr>
<tr>
<td>4+ years</td>
<td>8</td>
</tr>
</tbody>
</table>
## Assess Your Risk Tolerance

<table>
<thead>
<tr>
<th>Level of Knowledge of Transition</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Extensive – I know what it takes</td>
<td>6</td>
</tr>
<tr>
<td>Good – I have a fair understanding</td>
<td>4</td>
</tr>
<tr>
<td>Limited – I don’t know what I don’t know</td>
<td>2</td>
</tr>
<tr>
<td>None – I have no idea what to do next</td>
<td>0</td>
</tr>
</tbody>
</table>
## Assess Your Risk Tolerance

<table>
<thead>
<tr>
<th>What You Need from the Transition</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Security</td>
<td>0</td>
</tr>
<tr>
<td>Work/life balance</td>
<td>4</td>
</tr>
<tr>
<td>Growth</td>
<td>6</td>
</tr>
<tr>
<td>Make a difference</td>
<td>8</td>
</tr>
<tr>
<td>Self actualization</td>
<td>10</td>
</tr>
</tbody>
</table>
## Assess Your Risk Tolerance

<table>
<thead>
<tr>
<th>Financial Situation</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>No savings to live on</td>
<td>0</td>
</tr>
<tr>
<td>1-3 months savings</td>
<td>4</td>
</tr>
<tr>
<td>3-6 months savings</td>
<td>6</td>
</tr>
<tr>
<td>6+ months savings</td>
<td>8</td>
</tr>
<tr>
<td>Money is not a factor</td>
<td>10</td>
</tr>
</tbody>
</table>
ASSESS YOUR RISK TOLERANCE

TOTAL YOUR POINTS
Assess Your Risk Tolerance

Risk Tolerance Score vs. Time Horizon Score

- Conservative (Low-Risk): 0-8
- Moderately Conservative: 9-16
- Moderately Aggressive: 17-24
- Aggressive (High-Risk): 25-32

Current Career
- Job Change
- Industry Change

New Career
- Career Development
- Transformation

Career Risk Profile from National Society of Career Management
PERSONALITY CHARACTERISTICS

C
- Analyzer
- Precise
- Analytical
- Pessimistic
- High quality
- By the book
- Data collector
- Attention to detail

D
- Implementor
- Decisive
- Forceful
- Direct
- Likes a challenge
- Ambitious
- Wants to win
- Independent
- Confident
- Driven

S
- Supporter
- Good listener
- Slow to change
- Service to others
- Closure
- Relaxed
- Calm
- Patient
- Loyal

I
- Relater
- People oriented
- Interaction
- Involvement
- Wants to be liked
- Likes a challenge
- Very trusting
- Optimistic
VALUES & MOTIVATORS

Individualistic
- Seeks renown
- Responsible
- Freedom to decide
- Personal power / control
- Influence others

Cognitive
- Empirical
- Rational
- Truth seeker
- Observe & reason
- Knowledge

Efficient
- Useful
- Pragmatic
- Efficient use of resources
- Money for security
- Practical

Follows Rules
- Structure
- Tradition
- Defined Rules
- System for living
- Regulations
- By the book

Emotional
- Balance
- Harmony
- Symmetry
- Appreciates beauty
- Systems for living
- Artistic

Caring
- Selfless
- Kind
- Empathetic
- Service to others
- Loves People
- Helper

Social
- Aesthetic
- Traditional
CAREER INVENTORY

Talent
Knowledge
Skills
Abilities
Filters

- Intrinsic value
- Define career success
- Beliefs about the world of work
- Strengths & weaknesses
- Salary/income requirements
FILTERS

- Geography
- Willingness to acquire more education/training/skills
- Industries
- Organization size
- Organization culture
PUTTING IT ALL TOGETHER
What statistic are you?

10%
25%
40%
50%
65%
95%
EXCLUSIVE OFFER FOR McCOMBS ALUMNI

TRANSITION EXPLORATION PACKAGE

7 SESSIONS

$2995 VALUE
EXCLUSIVE OFFER FOR McCOMBS ALUMNI

PURCHASE BY FEB 29

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$2095
Exclusive Offer for McCombs Alumni

Purchase by Feb 25

$1995
OUTCOME:

DISCOVER THE
RIGHT TRANSITION
FOR THE
RIGHT REASONS
FREE DISCOVERY CALL

512.900.1984
Wendy@WendyNolin.com

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WendyNolin.com

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The recording of today’s presentation, along with the slides, will be available on our Career Programming Web page by next week:

http://www.mccombs.utexas.edu/alumni/careers/programming/