



## New Beginnings

Transitioning out of a stalled career doesn't need to be an occupational hazard. Learn how to breathe renewed life into your vocation. BY ARIONNE NETTLES

**AMERICAN WORKERS** spend more waking hours at the office than at home, and 70 percent of them are "actively disengaged" from their workplace, according to a new State of The American Workplace report released by Gallup. "Even as an employee, you have to be the CEO of Y.O.U.," says Marshawn Evans, a career reinvention strategist. Here are her six steps to finding career satisfaction.

### GET TO THE ROOT

- Unearthing your natural abilities is a start to finding your purpose. Perform a career assessment test like the Kolbe A Index, which can help you identify your gifts (innate aptitudes) and your talents (learned skills). The books and websites you read, the things people compliment you about and whatever makes you happy are also factors that will determine if your current job is in alignment, advises Evans.

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### BET ON BRAINPOWER

- Change the way you think about challenges in the workplace. "Frequently we believe our trouble is with the boss, the marketplace or another person, but sometimes the dilemma is in how we see the problem," notes Evans. "The human mind is really capable of solving any predicament."

### SHOW INSIGHT

- If you're still feeling stagnant, envision the kinds of contributions you want to make to your company. Take those ideas to your employer and then formulate a case on how these changes will benefit everyone, she suggests. Specifically outline the skills that you have to help accomplish this makeover.

### CHECK OPTIONS

- "Your passion lies in a place of discovery," Evans shares. "People often seek out dream jobs in the wrong places because they're looking at their history." Think ahead by assessing the new industry you want to enter and its

available employment and consulting opportunities. Find out what experience and education is required and if the immediate salary and long-term earning potential suits your current lifestyle.

### TEST THE WATERS

- Volunteer to gain experience, develop skills and build relationships. "Don't just walk through the door blindly," she states. Part-time internships and apprenticeships can pad your resume, help establish a network with others and even provide renewed energy for your upcoming transition.

### QUANTIFY IT

- Create a map with measurable exit goals and deadlines. Having a plan based on specificities and not just desires will make it easier to leave your current career. For example, determine dates for submitting your resignation letter, finding new ways to generate income and figuring out when to register with a new insurance provider in case you return to school.

## Business Class

Constantly being overlooked at work? Here are Evans' tips on how to shine a bigger spotlight on your performance.

BY ARIONNE NETTLES

### 1 FIX YOUR MINDSET

Don't seek visibility from a place of arrogance. Self-promotion isn't obnoxious when your ultimate goal also includes impacting your company.

### 2 REACH OUT

Be brave. Don't shy away from communicating with key influencers who can advance your career.

### 3 SHOWCASE YOUR VALUE

Tactfully share your positive results and how they have affected the bottom line with decision-makers.

### 4 REQUEST A FAVOR

Ask others to champion your cause when an opportunity arises.