



If you don't find your job motivating then change it! You don't have to stay stuck in a job that is unfulfilling.

But, don't start looking until you get clarity on what you want. Looking for something externally before you know what you want internally will most likely lead to disappointment.

However getting clarity on what you really want can be hard, so take the time to complete the below exercises. By the time you have completed these you should have a clear idea of what you really want, and then you just have to go and find it!

In the below questions I use work, but if you can't think of any examples during your work you can also pull from examples from your personal life.

Take your time with these exercises, really let your mind wonder. Dig below your initial answers, work hard at this to find the true answers.

Exercise 1:

Think back on 3 roles you had during your career that really excited you. What was it that you loved about these roles. Really go into the details. Ask yourself how you felt when you were doing these roles. Why did you feel this way? What were you working on? What was the team dynamic, was there a team, what was your role, what were you doing? What values of yours did it align with, what was the pressure, what was the impact and the outcome of your work. As you go through each role try to put yourself back there. Relive what was going on for you. Write it all down.

Exercise 2

Think back on 3 companies you have worked at that you loved, or 3 companies you really want to work at.

Again understand why you loved those companies / why you want to work at those companies. Go into the details. What do they do, what is their mission, what are their values, what's the culture, how big or small, what is their structure, are they traditional or cutting edge, processes driven or agiles, start-up or well established. Think about all the different aspects that make them so desirable to you.

Write it all down.

Once you have done these two exercises, pull out the common themes.

What are the common themes for the roles you loved and the companies you want to work at.

Exercise 3

Think back on 3 roles you had during your career that you really did not like. Why did you not enjoy these roles? What was going on to make you feel this way. Again really go into the details. Ask yourself how you felt when you were doing these roles. Why did you feel this way? What were you working on? What was the team dynamic, was there a team, what was your role, what were you doing? What values of yours did it *not* align with.

As you go through each role try to put yourself back there. Relive what was going on for you. Write it all down.

Exercise 4

Think of 3 companies you didn't like working at or 3 companies you really don't want to work at. Why is that? What is it about those companies that you feel are just not for you. Go through the same questions for exercise 2, but looking at companies you don't want to work at / didn't enjoy working at.

Write it all down.

Once you have done these exercises, pull out the common themes.

What are the common themes for the roles you didn't like and the companies you didn't like.

Exercise 5

Use the common themes from what you dislike to help you get even clearer on what you love. By looking at them side by side, it should help you understand even more why you love certain aspects of the roles you had. So add anything extra that comes to mind when looking at these side by side.

Exercise 6

Based on the common themes of what you love, write your ideal job. Go blue sky, let your imagination go wild. What is that ideal company and the role you would have in it. Don't audit yet, just have fun, *but keep to the themes you found*.

Once you have done this. Read over what you have written. It should excite you. When reading it, you should think, yes this is what I want. If it doesn't do that, do the exercise again, make some modifications where needed so that when you look at it, you feel that this is what you want.

Exercise 7

It's unlikely that there is a job that ticks all your boxes - not impossible, but unlikely. So now, go through what you have written and highlight your non negotiables. What will you absolutely not negotiate on. What are the absolute must-haves for you, that without those key parts it wouldn't be something that excited you. It's really important that you get very clear on this, as this will guide you moving forward.

HOW TO USE IT

Now you have your ideal job that is based on what your key themes of what excites you and motivates you, and you have your non negotiables, use this as your beacon. When looking for a new job, you should be using this document to guide you. Checking if the role aligns with your themes and your must-haves.

Every Time you have an interview, make sure you ask the questions to find out if the role and the company have your non negotiables and if they don't: walk away.

IMPORTANT TAKEAWAY

It is so important that if something does not align with your themes and your must-haves that you walk away. Often the lure of a new job can seem exciting, but if it doesn't align with what you know you want, you will find yourself doing this exercise again in six months!

Good luck!