



Newsletter 1 • invent your life

CAREER & LIFE COACHING PROGRAMS FOR PROFESSIONALS

Career Re-Focus at Mid-Life

Featuring The Highlands Ability Battery

Joseph, 45, was a senior partner in a large corporate law firm. For several years he had been the firm's managing partner and was generally considered an excellent manager. He was financially comfortable and considered himself successful. His job was very demanding and he worked most weekends and many nights during the week.



Joseph also experienced great stress. He no longer enjoyed his work. It took him away from his family, but he didn't know what he could do about it. His firm needed him as manager, his family depended on him to provide for them. Even though he loved law, his work was feeling like a burden.

Joseph was only vaguely aware of these problems. He probably wouldn't even describe them as problems but just the way things were. His firm was happy with him and his wife accepted his long hours and dedicated her time to their four children.

As part of a leadership development program, Joseph took **The Highlands Ability Battery**. What he found most interesting from taking the battery was learning that his natural talent for management was weak. His talent fit him perfectly for law and legal work, but the duties of management went against his grain. Joseph was intelligent, highly motivated and performed his management role well. The problem was that it so far missed his natural ability profile, that he was forced to work twice as hard to achieve a result much less satisfying to him personally.

Years ago, it would have been easy for Joseph to keep doing what he was doing, but something had shifted inside; he was tired of the constant stress. After soul searching, Joseph decided to quit his role as managing partner. Even though the other senior partners were not pleased with the change, Joseph did not back down on his decision. His actions were characteristic of a mid-life change.

He reassessed his priorities, reduced the number of hours worked and began to concentrate on the work he loved—work that matched his innate ability pattern and interests.

The net result? Joseph was more productive and substantially increased the firm's business. He was happier than he had been in a long time.

Here are ten questions to ask yourself if you are experiencing a mid-life career transition:

- **How do I feel about my family ... and my work?**
- **What changes could I make to bring more balance to my life?**
- **What excites me most about my work?**
- **What has become old and stale?**
- **What do I love about what I do; what do I hate?**
- **What else besides work would I find fascinating?**
- **What work is most meaningful to me?**
- **What values do I need to pay attention to?**
- **What issues seem to always come up?**
- **What experience and skills of the first twenty years of my career do I want to be sure to take with me into the next twenty?**

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Source: Don't Waste Your Talents

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