



Newsletter 4 • invent your life

CAREER & LIFE COACHING PROGRAMS FOR PROFESSIONALS

The Career Resilient Professional

Featuring The Highlands Ability Battery

In a workplace where there are few certainties and even fewer guarantees, learning to be a 'career resilient' worker may be the only sound strategy.

What is career resilience?

Career resilience implies taking greater responsibility for present and future employability.

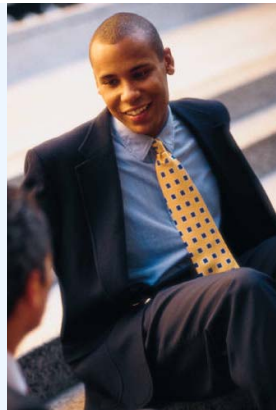
It also means understanding what you are good at, what you want to do and then communicating your skills, abilities, interests, values and goals to the companies you work for.

Two years ago, Mark found himself in a dilemma familiar to many people in today's corporate work world. He was working for an international computer company. After ten years with this company, he began to question whether his personal goals and the goals of the company were in sync.

"I liked what I was doing, I liked my co-workers and clients, the company had been very good to me. I just felt this restlessness and uneasiness that I couldn't put my finger on."

These feelings are pretty common for most people Mark's age. At 43, he was passing through one of the six turning points individuals regularly go through as part of natural growth and development in the adult life cycle. The priority at this time is to evaluate events up to this point and decide what kind of course to set for the next phase, usually the next seven to ten years.

Mark paid attention to the dissonance he was feeling and decided to be proactive. People confronted



with one of life's critical turning points typically handle change in one of three ways: 1) Hold the road and endure, 2) change anything and everything, now or 3) take time for careful introspection, develop a long range plan, then implement.

Mark chose option three and took **The Highlands Ability Battery**. "Like a lot of people, I guess I had never taken the time to sit down and focus on me – what I really care about, the skills I enjoy using, the pace, the environment, the kinds of people I like to be around. I came in with an open mind about outcomes. I did not want to force any agenda. I just wanted to see what came out at the end of all this."

"I found out that I was doing the right kind of work, but in the wrong environment. My innate abilities revolve around creative problem solving, strategic thinking, and written and verbal communications. I'm a big extrovert and place a high value on building long term, value-added relationships. I really like creative approaches to solving problems."

Mark decided to move to another high tech company in sales; the fit is much more in line with his vision of himself and his career goals. "I'm playing from my strengths and love my work. It's a great fit."

People with a career blueprint have a clear and marked advantage over those who either hunker down and gut it out, or those who throw their lives up in the air and attempt to change everything all at once.

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