



CAREER 02

REBECCA

What is the right 'career fit' for me?

SITUATION: When Rebecca came to JMA, she had been a consultant in a Fortune 500 firm and was on the cusp of becoming a partner. This was a goal she had coveted for years and had worked very, very hard to achieve. At this juncture, she should have been thrilled. She was anything but. She had a gnawing terror that she was not only in the wrong industry but also in the wrong job.

While her outward success was the envy of many, Rebecca was miserable and anxious. She hired Jody Michael Associates because of this deep dissatisfaction with her career and her lack of clarity around what actually would be a "good fit."

RESOLUTION: The assessment process yielded two pieces of valuable information. First, despite Rebecca's success, it did seem likely that she was in the wrong job. It was a 'poor fit' given her strengths, values and abilities. Second, Rebecca was out-of-sorts in more areas of her life than just her work career. So, it was no surprise that she was anxious and experiencing such dissatisfaction in her life. It was a classic example of a typical client at JMA: a high-functioning, low-satisfaction working adult.

The approach was two-pronged. The first priority was to find the right career 'fit' for Rebecca. Our first objective was to begin to piece together an individualized, proprietary Career Matrix that would give us important metrics about Rebecca and 'fit.'

While we were working in session to build that component, we had her do homework using our JMA Career RoadMap series. All the while, we coached, directed exercises, gathered data, gave out-of-session assignments, and led in-session processes. Most importantly, we moved Rebecca from a state of ‘confused’ to ‘knowing’ much quicker than if she were attempting this on her own. We say that with confidence because we see it over and over again. Clients, on their own, waste valuable time and ‘spin their wheels,’ in a manner that ends up producing heightened anxiety, not career clarity.

Within three months of our initial engagement, Rebecca was delighted that she had a clear and unwavering career choice. As we uncovered it, she was shocked to discover; ‘she always knew.’ It was a longing that she had shoved aside for years in her ambitious, dogged pursuit of becoming a partner at her firm.

With career out of the way, we could tackle the other area in life that was impacting her happiness. For this focused work, JMA assigned Rebecca exercises that allowed her to probe her dysfunctional beliefs, to uncover her self-imposed rules, to learn about how she had come to be the high-functioning, low-satisfaction working adult that she was and most importantly, created actionable steps to get new results.

She saw results quickly. She writes, “Working with Jody, I have been able to tap into my authentic self and begin living my life for me, not for my family, and not based on what others expected of me.” In the ensuing work that we did, Rebecca completely turned her life around.

The shifts she made enabled her to discover the people and livelihood that fulfilled and refueled her. She began dating and relating to men in a new way that enabled her to quickly find her life partner (they are now married). She also became a new

observer of herself and of others, which enabled her to navigate in the world more effectively to obtain the results she was after. And in the arena of career, she joyously left the F500 firm before she made partner and landed employment in her new targeted profession.

Rebecca describes her success: “I cannot remember another time in my life where I have been this happy and at one with myself... I am starting to feel things that I haven’t ever allowed myself to feel.”