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# Purpose *focused*

ADDRESSING THE NEEDS OF CHANGE AGENTS ON THEIR PATH TO PURPOSE & PROFESSIONAL GROWTH

## Helping you achieve your career goals

### Is Your Mindset Secretly at Odds with Your Level of Success?

You can have a fixed or a growth mindset - and both can be used to bring you the success you deserve in life. Your mindset can be used to make your dreams come true.

But your mindset can also be at odds with the success that you currently have. You might have a mindset that leans toward success, and you become aware that the success you have right now isn't where you want it to be and it's not as high as the level of success that you deserve.

To get there, you need to take action steps. Otherwise, you won't break free of that mindset. You'll stay stuck. You can reach out to a coach to help you come up with an action plan.

A coach can evaluate where you are and help you see obstacles and setbacks that may be keeping you from making progress. Some people may need to join a community of others who are also aiming to level up personally or professionally. This can give you accountability, because they hold you to goals you set. Plus, you get the support that can help you push forward. An example of this would be the group helping you find solutions through brainstorming, tutorials or advice.

You can also have the kind of mindset where you're not okay with more responsibility being heaped on you. This can happen if you get a promotion at work or if you work for yourself.

It can also happen in any area of your life - from relationships to weight loss, to financial desires. People who have a mindset where they're uncomfortable with leveling up and handling more responsibility may find it easier to avoid tasks that could move them forward.



Some people feel like they're not qualified. Your mindset might tell you that you don't have what it takes, but making action steps such as taking on more responsibility, will cause your confidence to grow.

You have to accept that the good things - such as a better career or advancement, the position with the company, the dream come true or the rewards that come your way - are meant for you. You deserve all the good things in life.



## DID YOU KNOW?

According to a recent Gallup® study entitled "State of the American workplace", 33% of US employees are engaged at work as opposed to 70% of those in worldwide organizations. What does that mean? Simply 67% of US employees should either be looking for another job or working to make changes at their current job. With some exceptions, it is a logical conclusion that those who are disengaged are less productive and mildly to moderately unhappy which costs organizations money and keeps employees from living purposefully. Let's work together to make you a part of that 33%.



# How to guide for Office Growth Goals

*Here are some various suggestions for how to build on your growth path in the office regardless of where that path may take you...*

## 1. Know your target position very well

In setting work goals, know that there is no better way to be able to adjust better than to be aware of the underlining responsibilities of a target position. Ask your colleagues about the complaints or rewards of the target position so you can prepare yourself in the future. Remember to be discreet for they might be gunning for it too.

## 2. The objectives should be realistic.

Setting work goals should be in line with your present work situation. It should be attainable and within reach in as much as short a time as possible.

If you are eyeing for a managerial position when you are barely a year from work, think it over. Although it is possible, realistically speaking, it can't be attained. Don't brag about in your entire department that you could actually be the youngest employee to be a manager due to sheer "talent." This could backfire on you.

## 3. Gauge your competency

Know your strength and capabilities. As Socrates had put it, "Know thyself." Only when you are sure of your strengths and capabilities could you actually gauge yourself with competitors.

## 4. Single-out and note non-bias opinions

Positive or negative, opinions speak a lot about you. Feedback from outside sources is always worthy of your attention and is a sure key to your success.

## 5. Stay on focus

Once you have set your target, every moment and every effort that you make should be spent effectively towards reaching this target.

## 6. Contentment is the key

Remember that whenever you have succeeded in reaching a goal, you must be content with it and avoid the desire to make bigger targets outright when you have yet to prove yourself.

Learn to control your ego and retract your moves. You have to rethink the next goal over carefully. Remember that a job environment is always fluid and therefore careful planning is very important.

## 7. Refrain from envy.

This reminder is closely associated to the previous advice. If you teach yourself contentment, it should be heartfelt.

Never look up at your colleague who might have gotten a higher position and say to yourself that you have failed.

## 8. Make consistent small process goals.

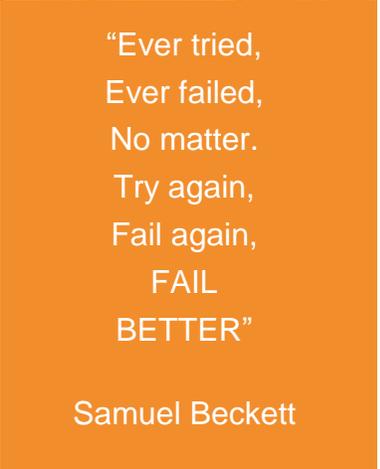
The best way to ensure that you reach your goals is to set and reach small process goals to help you achieve your target goals.

## 9. Celebrate milestones.

Don't forget this is a journey not a race. When you celebrate each win it keeps you engaged and builds your self esteem.

## 10. Don't forget who matter

Don't lose sight of your self and others around you. Don't get so caught up in your goals that you forget the important people in your life.



**“ Today's ceiling is tomorrow's floor. Let's design your flight plan to purpose together**

MEREDITH C. FORDE

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