



## Episode 431: How To Recalibrate Your Career

### Reflection Handout

Use this as your guide for individual journaling or group reflection. This worksheet pairs with Bossed Up podcast episode 431, which you can listen to and read more about [here](#).

#### Step 1:

Write out your role: all the regular tasks and responsibilities you take on each week/month/year, or any projects you've tackled this past year. Get it all out of your head and down on paper.

Then, take out a highlighter or two and identify:

*When do I feel energized? Or put another way: when do I feel I'm operating at my best?*

*When do I feel drained? Or rather, when do I feel like I'm not operating at my highest and best use to the organization or team?*

Look at what you've identified about your job / role. What does this tell you? Reflect on any observations, feelings, or thoughts that arise.

#### Step 2:

Let's do a brief burnout audit. Review the four root causes below and audit your life - both personally and professionally - for where these may arise.

1. A lack of rest

*Getting enough sleep? Taking regular breaks? Getting away for rest and renewal?*

2. A lack of community

*Do I feel connected to and understood by others? Can I be myself around loved ones?*

3. A lack of purpose

*Does what I'm doing matter? Where do I derive my sense of meaning and purpose?*

4. A lack of agency

*Do I feel like I have autonomy and control over my day-to-day? Can I impact my life?*



What came up for you when doing this burnout audit? What does this tell you about where you're feeling aligned or where you need to recalibrate?

**Step 3:**

Now, compare all of the above to your core values. Where is there alignment or friction?

Need some inspiration when it comes to identifying your core values? I recommend starting with [this resource from Brene Brown](#), or the [Gallup Leadership Assessment here](#).

Some questions for reflecting on your core values:

- What do I stand for? What do I want to contribute to?
- How am I aligned or misaligned with these values at work?
- How am I aligned or misaligned with these values at home?

**Step 4:**

Identify the deltas: where are there gaps between your values and your behaviors?

What needs to change to realign your life and career with your values?

This may require self-advocacy in the form of job-crafting or beginning to [look for a new position](#) that will better meet your needs moving forward.

This may also involve advocating for changes at home, in your personal life, or in terms of how you're spending your time.

What do you feel needs to change to recalibrate your career and life moving forward? Write down the action steps and priorities that you want to experiment with next.

**Now: I want to hear from you!**

Weigh in via [the Courage Community on Facebook](#) or [our LinkedIn Group here](#) to tell me how this reflection exercise went for you.