Figuring Out What You Want to be When You Grow Up (even if you’re 50+)

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THINGS TO KEEP IN MIND

- Your best asset in this process is patience; if it were easy & fast you’d already know.
- There is no “one best way” to determine a career change – which can make it confusing.
- You are putting together a puzzle – multiple pieces.
- The outcome you’re looking for is a decision; your decision will inform your next steps.
- The best indicator that you have found “THE” career is an emotional reaction.
CAREER CHANGE v/s JOB CHANGE

- Job change is where you move from one job to a comparable or similar job in the current or different company.

  EX: Bank Auditor to Consultant performing bank audits

- Career Change is where you move from one job in a career path to a different job on a different career path.

  EX: Sales Person to Knit Shop Owner
  - Definition of career – profession or occupation generally thought of as a life’s work.
Why is it important to define the difference?

- The process starts differently for each one, but ends the same – in a new job.
- A Job Change primarily entails a job search. The job search is based on previous experience and skills related to the most recent work or education.
- Career Change entails a re-examination of an individual’s career path in relation to new priorities.
- A new career path can be an expansion of one portion of a person’s job.
  - EX: Managing a Department to Project Management
- A new career path can be as significantly different as going from a Nuclear Chemist to a Chiropractor, and often involves additional education or a different setting.
  - EX: Starting a business.
Why is it important to define the difference? (continued)

- Job search is ultimately pursued only after a new career path is identified in order to develop an effective job search plan.
- Many people confuse the two
- Leads to confusion and lack of clarity in the job search
- May result in false starts
Why is it important to define the difference? (continued)

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CAREER CHANGE PROCESS OVERVIEW

Overall Goal of Process

- To initiate a process that will tap into strength and passions while managing or mitigating risk associated with a decision for an exciting new career.
CAREER CHANGE PROCESS OVERVIEW

What is the process composed of?

1. A self discovery process
   - Identify your key criteria and continue to add to it
     - Salary needs
     - Time for retooling or how much retooling
     - Other?
CAREER CHANGE PROCESS
OVERVIEW

What is the process composed of?

1. A self discovery process
   - Identify your values within the context of a job – Should I Stay or Should I Go Workbook* (downloadable PDF)
   - Personality assessment with occupation report (one of the only ones I suggest)
   - http://www.self-directed-search.com
   - For understanding yourself better and how that might relate to a career use Myers-Briggs. There are a book and an online assessment
CAREER CHANGE PROCESS OVERVIEW

What is the process composed of?

2. Turning self discovery elements into real world jobs
   - [https://www.onetonline.org/](https://www.onetonline.org/)
   - 40 Jobs for People with SD, Vocal Disorders or Prefer Jobs with Low Interaction
   - [https://dysphonia.org/low-vocal-interaction-jobs/](https://dysphonia.org/low-vocal-interaction-jobs/)

3. Researching and testing those jobs
National Spasmodic Dysphonia Association

WWW.DYSPHONIA.ORG