



Revive! Finding The Courage to Change Careers and Live Again: An essential guide for Kiwi mid-lifers

"You will be more disappointed by the things you didn't do than by the ones you did. So throw off the bow lines. Sail away from the safe harbour. Catch the trade winds in your sails. Explore. Dream. Discover."

- Mark Twain

Overview of the workshop:

By mid-life many people are ready to try something different, even if they have been happy in their job in the past. Their souls learn for something new, meaningful and personally fulfilling. Unfortunately those who love their jobs are in the minority. Job satisfaction surveys consistently show that a surprising majority of people are deeply unfulfilled in their work. Many believe that it is unrealistic to expect job satisfaction. For many people work is a source of anxiety, frustration, sadness and despair.

In previous generations people accepted these frustrations as a normal part of working life. Unemployment was high and job option far and few between. They felt lucky to have a job, and anyone who changed jobs was frowned upon as disloyal or unstable. The Government provided a generous pension plan and at 45 retirement wasn't far away. So they stuck it out. Others were pushed out of work by forced retirement just when they were reaching their stride

Today's mid-lifers are different. They have more health and vitality than in the past and changes are they are going to live longer and work longer. Some will have to, others will choose to. They are better educated, they want more from life and work. They want their lives to mean something. They want to give something back.

Growing numbers of mid-lifers are taking action. They're raising their heads and looking to the horizon. They are taking control of their careers and their lives, leaving behind status and security in search of greater fulfilment. As you will learn in this workshop and from the people featured in the resources we will provide, they come from all walks of life, prepared to make the sacrifices needed to transform their lives. They are chasing their passion not their pension. They follow their hearts, and take courageous and calculated risks. They weigh it all up and they act. They leave behind the dull routine, the safe haven and sail forth to discover a new life. Instead of settling for the status quo, they seek out where they really belong.



Workshop Objectives:

Gone are the days of narrow career paths and occupational roles. The world is awash with opportunity, yet so many people feel trapped within their current situation or overwhelmed by the amount of choices available to them.

This workshop will help you change your career and revive your life and take away any confusion or fear you may feel about changing career mid-life. It covers the important parts of making a successful transition – gaining clarity about your career drivers, your strengths and marketable skills; researching the options, preparing for change, making a decision and taking the plunge. But most of all this workshop is intended to inspire you to broaden your horizons, stretch your imagination and have the courage to try something new. When you do something you love and feel passionate about you'll never have to work again!

"Revive! Finding The Courage to Change Careers and Live Again" is based on our years of experience helping people like you make positive career transitions. It also builds on the collective wisdom and personal mid-life transitions re-told by New Zealand authors Mike Fitzsimons and Nigel Beckford in their inspirational book *"You don't make a big leap without a gulp."*

Whether you are a teacher who longs to be a bus driver, a lawyer who longs to be a florist; a mum who longs to return to paid employment, a potter who wants to be a Human Resources Expert...whatever your situation this workshop will help you explore, dream, discover and create a plan of action to achieve your career goals.



This workshop will help you:

- Understand workforce trends and the principals underlying effective career changes, and use these to make informed career decisions
- Discover your most important needs or values for both paid and unpaid work, and apply these learnings to career decisions
- Identify and communicate your key strengths, passions and broad range of transferable skills
- Gain a better understanding of your long term career goals - who you “are” and “who you want to be”
- Define your career niche - generate a sense of possibility and think laterally re work options - generating five possible career options to explore
- Identify potential career barriers and minimise areas of weakness
- Create a plan of action/fulfilment
- Inspire courage and confidence for change

“The future belongs to those who believe in the beauty of their dreams”

-Eleanor Roosevelt

Sample Workshop outline

9:00 Introductions and Icebreakers

- Session Overview
- Purpose of the workshop
- Ground rules for the session
- Review of the Agenda
- Canvassing of participants expectations

9:30 "The new career"

- Changes in the world of work. What does career mean now? What did it mean in the past? How does/has the shifting nature of the world of work and careers impacted you?
- The mature worker - Beliefs about aging, and abilities positive aging and the gift of longevity

10:00 Understanding transition – endings, neutral zone, new beginnings

10:30 Break

10:45 What do I want? Creating a vision

- "The right job is the job that is YOU."
- Starting inside out - The importance of "knowing thyself"
- I could do anything if I only knew what it was
- The role of imagination: dream job exercise
- Discovering the real YOU: passions, needs, inspiration, desires, skills, values, goals (decision making criteria)
- Your ideal job

12:30 Lunch

1:30 What can I do?

Strengths, talents, achievement, transferable skills

2:30 What will the market pay me to do?

- Generating career options
- Possible work settings - what appeals that would be a starting point for exploration for future
- Job search techniques – tapping the hidden job market
- Reality testing
- Overcoming career constraints – money, fear etc

3:30 Plan for action (fulfilment plan)

- Identify what you need to know
- Building on strength and overcoming gaps
- Goal setting
- Decision making, confidence and self-esteem
- Resources you can use

4:45 Wrap- up and Evaluation of Session

Helpful details

A full day career planning workshop facilitated either by Cassandra Gaisford or another experienced Worklife Coach(see profile in Appendix)

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- **Date: Saturday 03 September 2005, 9-5pm**
- **Venue** – centrally located offices on the Terrace, Wellington
- **Investment:**

Option 1: Leaping with Confidence **\$350 + GST (\$393.75)**

Includes workshop facilitation, comprehensive workbooks and resources:
"The Passion Pack" and personally autographed copy of the newly released book:
"You Don't Make A Big Leap Without A Gulp."

Option 2: Leaping with Clarity **\$290 + GST (\$326.00)**

Includes workshop facilitation, and comprehensive workbooks

What Others Are Saying:

"The most helpful part of this workshop was the opportunity to discuss issues with like minded people but who had a completely different background and had completely different goals to me, and being facilitated to think outside the square and to discard old and limiting thought processes that had not taken me where I had wanted to go in the past so it was an opportunity to think differently."

-Darryl Brigden, HR Manager

"I had a really great time. Learned a lot and the material gave me a lot to think about. I really enjoyed talking to like-minded people who were motivated and open to new ideas and strategies."

- Michelle Lloyd-Jones, Teacher

"I really benefited from the opportunity to discover what my interests, life purpose, and career options are and the opportunity to talk to other people and hear their stories."

- Paul Morrissey, HR Manager

"I really valued finding out more about myself and getting rid of long held assumptions. I enjoyed it and learnt a lot and I feel lots of people should know about it."

- Michelle Knot, Teacher's aide

APPENDIX 1

Facilitator Profile:



Cassandra Gaisford

Founding Director, Coach and Mentor

Cassandra has over a decades experience in the career management field. She has a background in recruitment and in the delivery of Employee Assistance Programmes, and her diverse experience in management, leadership coaching, and human resources gives her the wealth of knowledge and skills vital to career and life coaching. Her experience as a recruitment consultant gives her invaluable insight into the selection and retention issues that both organisations and individuals face. She has been on both sides of the fence giving her a rare ability to bring a fair and objective perspective to employment issues.

Her specialist areas are career management, life coaching and Myers Briggs Personality assessment. Cassandra is passionate about helping others to work to their strengths, to believe they have choices and to make things happen. Put simply, she is an expert coach and loves it!

Cassandra's qualifications and professional credentials:

- BCA from Victoria University where she majored in Human Resource Management and Organisational Behaviour
- Diploma of Counselling
- Professional Member of The International Coaching Federation and The Career Practitioners Association New Zealand
- Professional Member of The Association for Training and Development
- Professional Member of The New Zealand Association for Psychological Type. Cassandra is qualified to administer and interpret the Myers Briggs Personality Indicator (MBTI)

She is currently studying toward a Masters degree in Psychology and Counselling.

She is a well known writer in the area of "passion at work" and has a regular column in The Dominion Post. She has contributed to publications such as "Employment Today", "Career Edge" and "Marie Claire" magazine.

In Nov 2003 she presented her unique Passion Driven Work model to a world forum of career professionals at the International Career Practitioners conference in Los Angeles, California. In May 2004 she traveled to Venice to attend a symposium of career professionals and to update her knowledge of best-practice career management techniques.

