Growing through Change
The only thing constant in life is change.

François de La Rochefoucauld
Understanding Change
Your Change Bank Account

Building your balance

- Lived experience
- Spending within your means
- Invest in yourself

Over-Spending

- Experience doesn’t match expectations
- Wasting funds on worry or resistance
- Under-estimating personal change
What’s in your Change Account?
Where are you on the “change curve”?
Understanding Resistance

- Resistance ($f$) change in status quo
- Degree of resistance affected by:
  - Knowing what to expect
  - Support available
  - Regular feedback
  - Opportunities to Grow
Career growth is organic
DON'T CARE HOW I WANT IT NOW
Discover your passion
Growth is like physical fitness
Advancement comes with Competence

70% Experience
Application, Practice, Volunteering, Testing, Trying & Doing!

20% Understanding
Feedback, Self-Awareness, Coaching, Mentoring

10% Knowledge
Classroom, Training, Books, Certification
Connections count
Actions you can take NOW!

Networking
▷ Get to know people who have been there & let them get to know you

Curiosity Meetings
▷ Meet with someone you’re inspired by; no agenda other than to learn

Feedback
▷ Let people know their opinion matters to you

Self-reflection
▷ Honest assessment of your own strengths and improvement areas
Get out of your comfort zone
Let go of limiting beliefs
Thank You