TRANSITIONS—Reflections on Career, Work, Vocation & Faith
_________________ Tom Bachhuber ______________

LifeSHIFT: Work & the Christian Journey
OBJECTIVES

1. Enhance awareness and engagement with range of work/career transition ideas and resources.
2. Discover personal connections among career planning, vocational call and your faith/Spirituality.
3. Gain understanding of career planning & job hunting as both *Artistic & Scientific* processes
4. Build confidence that you will find both meaning and success in your transition.

_________________________________
*Dessin de Jean Olivier Heron*
OVERVIEW

• Context for Transitions
• Vocation
• Job Market Perspectives
• Career Planning & Job Seeking
• Faith & Spirituality
CONTEXT FOR TRANSITIONS
LIFE IS CHANGE

“Everything is changing… Everything is connected… Pay Attention.”

Jane Hirshfield
Transitions—William Bridges

- Change—situational and external
- Transition---internal process of adapting to change
  - May begin before change takes place
  - Happens more slowly than the change
# Managing Transitions

—William Bridges

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Redefining “retirement”

Plan retirement around work i.e. we need income

Retirement Survey (Merrill Lynch, 2010)—cycle between creative leisure, meaningful work and a desire to stay physically and mentally fit

Search for meaning?????

Deepen our faith???????
People in Work Transition Need or Benefit from...

- Support, inspiration, structure and a plan
- Introspection/assessment and research skills
- Help in forming goals which incorporate passion, talents and employment realities
- Creative ideas for bridging past successes to new possibilities
- Preparation/practice in self marketing/networking
- Job market knowledge and social media/web expertise
- Faith/Spirituality
VOCATION
Vocation

“Now I become myself.... the person I was meant to be.”

“Seeds of self-hood”

- Bible—Moses, Jeremiah, Isaiah; Disciples
- Merton—God’s “obscure call”

Strengths and Limitations

- Ask Deeper Questions
Going Deeper

• “What am I longing for?” *(Magis)*-- Ignatius of Loyola

• “Who am I and Whose am I?” -- Dietrich Bonhoeffer

• “Before I can tell my life what I want to do with it, I must listen to my life telling me who I am.” — Parker Palmer

• *The place you are called you is where your deep gladness and the world’s deep hunger meet.*

   Frederick Buechner
DIRECTION

“It’s sensational what direction can do. The beauty of the human condition is the magic people are capable of when there’s direction.”

Dan Burr, CEO People Express
PERSPECTIVES ON JOB MARKET/ JOB SEEKING
Job Market Numbers

GLOOM & DOOM---The Job Market is AWFUL…

UNEMPLOYMENT U.S.– 6.7% (7.9% 2013) (3.4% college educated). …Pennsylvania—6.0%…

Employment up—19,000 in March. Unemployment down by 8,000—8th consecutive month!

2014 will be Great!----264,000 plus jobs added!

Moody Analytics
20,000 foot view
5,000 foot view
2004-2014*

**INDUSTRIES**

- Information Technology
- Healthcare
- Environment/Energy
  - Water
- Transportation
- Construction/Extraction
- Transportation/Logistics

**JOBS/FUNCTIONS**

- Nurse
- Healthcare Technologist
- IT Analyst, Help Desk
- Engineer-Systems, Envir.
- Customer Service
- Elementary Teacher
- Market Research Analysts
- Childcare/Social Work (Elderly)

*Wisc. Dept of Workforce Development*
Ground Level View—
Your Personal Job Market

- Organizations doing well
- Real time opportunities—web, print, word of mouth
- People in the field who believe in you
- People you don’t know
- Organizations where your work can add value
- Friends, family, colleagues, former bosses, previous employees…..
Bridge’s Gap Analysis

OLD WORKPLACE
Pay for longevity and loyalty
Infrequent job changes
Permanent jobs
Implicit agreements
Posted Jobs

NEW WORKPLACE
Pay for contributions and results
Frequent job changes
Contingent workforce
Explicit agreements-- “the art of the deal”
Hidden Job Market
Art & Science of Career Planning & Job Seeking

- Job Search Skills/Savy
- Balance among technology, print and human resources
- Clear employment goals
- Limit energy on job board openings
- Social Media
- Net-Working
- Support, Structure
CAREER PLANNING & JOB HUNTING
SELF-ASSESSMENT

--Interests

Strong Inventory

--Skills

Action

Verbs, Worksheets

Values

Card sort Activity
“Giftedness is the only means I know of for the ordinary person to make sense out of life. Each one is given a purpose and the drive and competitiveness to achieve that purpose.”

Arthur Miller
“Intense introspection poses the danger that a potential career planner will get stuck in the realm of daydreams.”

“We learn who we have been and who we might become in practice, not in theory—by testing fantasy and reality, through exploration and examination, not just by looking inside.”

Herminia Ibarra
"...the culture of any organization is a deep phenomenon; culture is complex and difficult to understand, but the effort to understand it is worthwhile because much of the mystery and the irrational in organizations suddenly becomes clear when we understand it..."

—Edgar Schein
Importance of Goals

Begin with dreams

Everything flows from clear, concise career goals

Will motivate you in your transition work

Employers demand it
Networking the right way

• Not schmoozing       Curious and Serious

• Giving not Getting

• Technology (LinkedIn, Twitter)

• Asking the right question. Saying the right thing. At the right time. To the right person….  

• Falvey article

• What Color Is Your Parachute?  
  Hidden Job Market
WHAT COLOR IS YOUR PARACHUTE?
A PRACTICAL MANUAL FOR JOB-HUNTERS & CAREER-CHANGERS

RICHARD N. BOLLES

2014 EDITION

Richard N. Bolles

Center For Life Transitions
CenterForLifeTransitions.net
Facing Fears

Parker Palmer

- Afraid to say we’re afraid
- Stems from anticipation…
- “You will have fear but you don’t need to be your fear.”
- Mental phantoms
- “Accept what is…”
- Name your fears
- My fears
- Parker’s analogy to his own depression.
- Fear diminishes when you know what you want to do!
Have Faith…

“If you’re in transition and you happen to have an old faith hanging in the closet of your heart, it’s probably a good time to bring it out and dust it off.”

Dick Bolles
FAITH IS A PROCESS TO OUR SPIRITUALITY

Mark 9: 15-29

…the courageous man in the busy marketplace…
SPIRITUALITY

Hebrew & Greek—wind, air, breath

Life is more than what meets the eye
McBrien

The Divine, Sacred, God, Higher Power

Strength, guidance, hope
THE SOUL—Can’t describe….but can name functions….

• Rooted in the ground of our being
• Connected to community
• Tell us the truth about ourselves
• Give……….and pass along life

Mary Oliver
Ignatius of Loyola

“In calling me to live my special qualities and characteristics, it was planted in me an original purpose—what my concrete self adds up to and to it live out.”
“All You Need is Love”.....

- Disempowered
- Take in something that strengthens our sense of goodness and well being
- Love-- God’s, Others
- Know ourselves
- Strength to move forward
- Pierre Teilhard de Chardan
“The Holy Spirit finds ways and means to give us comfort; the Holy Spirit has resources of tenderness and attention far exceeding the arts of human love.”

de Chardin
When the going get’s tough....

“God becomes almost tangible....I used to mouth words like hope, trust... now, I don’t just believe them, I live them.”
“......he surrendered himself to the slow heart work of seeking his faith one day at a time and one night at a time in the place where his eyes opened and shut...he got up and fell down, he got up and fell down, he got up over and over again.”

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Patrick Hart
Jonathon Montaldo