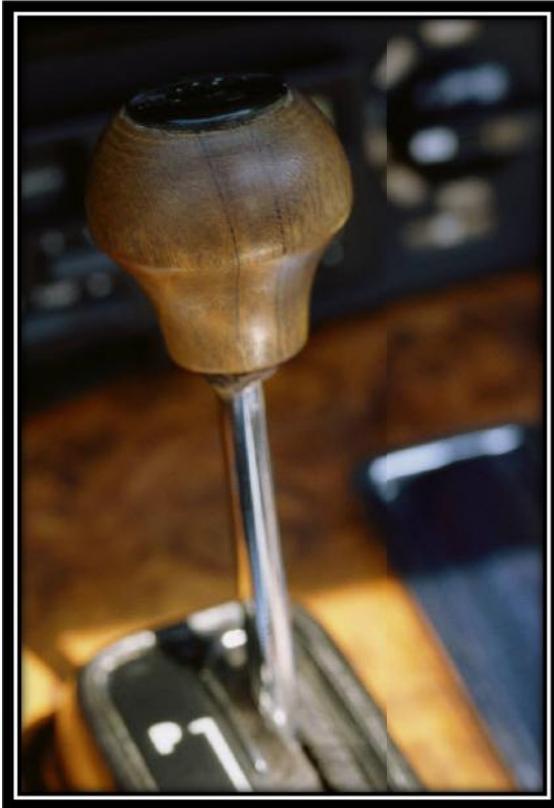


Five Gear Shifts to Accelerate your Career!



Your Roadmap to Personal Effectiveness at Work and Building the Career You Want

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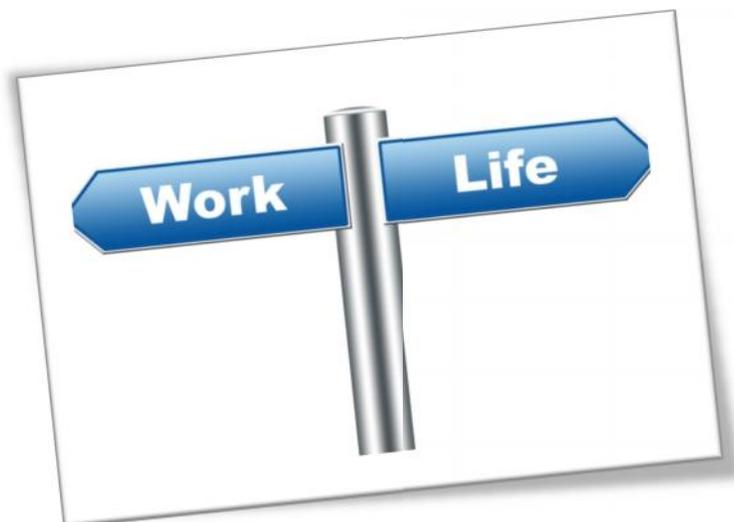
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Foreword

“Careers, like rockets, don't always take off on time. The trick is to always keep the engine running.”
Gary Sinise, American actor part of the cast of the film ‘Apollo 13’.

As with many things in life, there is no right or wrong when it comes to your career. You decide what your career means to you and how important it is relative to all the other things which are going on in your life. You make these decisions whether or not you are aware of having made them. And you make them every day when you decide to head to the office or to open your work laptop over the weekend. Finally, you may revise these decisions at significant points in your life, for example when you have a child, because your priorities are shifting.



Whatever your career aspiration, know what it is. This will allow you to avoid a lot of confusion and heartache. I hope that this short report will enable you to look at your work life from the most important angles and become clearer about what your career means to you.



Reading this report is also an opportunity for you to reflect on where you currently are in your career and examine whether there are areas you want to make changes. Each chapter contains links to videos or blog posts which give you more information about some of the topics under discussion. There are also links to work programmes I have

developed for you. Finally, the last chapter contains a very special free offer after you are done.

So welcome to the “5 Gear Shifts to Accelerate your Career” report, a review of the five building blocks you need to know about so you can visualise and then create your meaningful career!

Whatever the topic, please feel free to contact me directly by emailing me at:
alexandra@coachingforinspiration.com.



Who is Alexandra?

“You have rare leadership qualities which you have shown me I too can hope to acquire.” Peter, client testimonial.

Why am I telling you all this? Well, after I finished university, I began a career in finance which spanned 23 years. I got everything I wanted from this career: the financial rewards and the promotions, wonderful colleagues and clients who became genuine friends, interesting work, a large variety of roles, the opportunity to lead increasingly larger teams, travel and the chance to learn about other cultures....



Of course, I also got the downsides: the challenging colleagues whose sole purpose in life seemed to be to make mine miserable, the long hours, the jet lag, the boring administrative tasks, the endless and pointless meetings...

I had a career accident 18 months into my first job and this was a blessing in disguise because it got me thinking about what I really wanted. I had gotten a new line manager whom I quickly assessed to be incompetent. Not knowing any better, I proceeded to frequently point out his numerous

failings. Do you think he was grateful to me for this information? Not one bit! In fact, he hated my guts and soon I was on the verge of being fired! After I had cried all the tears in my body at the unfairness of it all, I put my thinking cap on... and the rest, as they say, is history.

This report is not about me but I believe I am writing from experience of struggle and success. I did not have it any easier than anyone else – I had a few lucky breaks but also setbacks and crises.

The only difference between you and me might be just one thing...

My determination to never again let my career get away from me as it very nearly did 18 months into it. After that accident, I made sure that I managed myself differently with senior managers while not giving up on my values and principles. I realised that performing well was not going to be enough to progress up the corporate ladder and I decided to learn the tactics necessary to get ahead. I found out those techniques but also learnt about myself and the meaning of my career to me. This knowledge forms the foundation of this report and my current work as a Career Accelerator.

To your career success!

Alexandra



1. First Gear: Perform

“An ounce of performance is worth pounds of promises.” Mae West, iconic Hollywood star.

To make sure you have a chance of performing well, **pick a role which is aligned to your talents**. This may be particularly tricky if you are recently out of university and the corporate world is a maze of jargon which is all totally foreign. If so, find help: many schools do provide support for their graduates in making sense of the job market.

If you are not freshly graduated, finding the right role may still be challenging. I recommend you invest in researching the company you will apply with so that you can check that your abilities really correspond to their needs. That will also help you shine during the interview and beat the competition for “your” job! For tips on how to interview well, click [here](#) and for further support, click [there](#).

Once in place, **make sure you meet your work objectives**. At the time of setting them in collaboration with your line manager, give serious consideration to possible obstacles along the way so you don't set yourself up for failure further down the line. These obstacles could be external – for example, your computer needs additional functionalities. Or internal, that is to say that you are lacking a particular skill. If so, I encourage you to ask for training in this area. Your manager will be grateful for your honesty. Remember: your good performance is their success too!



Even with both internal and external obstacles taken care of, it is possible that you may nevertheless struggle to meet your work objectives. Not only may new obstacles arise which may delay you but you may also struggle to maintain your motivation. This is perfectly natural but you will need to take action quickly before your productivity starts dipping and your work starts to fall



behind. The solution? Learning how to manage your state of mind and its consequences. Click [here](#) for videos on how to achieve your objectives and maintain your drive and [there](#) for further support.

Let me draw your attention to the fact that if you do indeed succeed in meeting your work objectives, that may not automatically make you a “star performer”, i.e. one who receives particular thanks for their contribution. If this is your ambition, you will need to stretch yourself. From the onset, you will need to identify what are sometimes called “stretch objectives” – achieving those will get you a high score on your performance appraisal, a bigger pay rise and prospects for, if not altogether, a promotion. Make sure you discuss your stretch objectives with your manager to ensure that you have selected them correctly. In this case, the part about managing obstacles proactively is even more important because achieving stretch objectives is likely to be wrought with even more pitfalls. For more on optimising your performance at work, read about being an “ACE” [here](#).

The most comfortable way to perform well is to [play to your strengths](#). Indeed, if you are assigned tasks for which you are less suited – either naturally or based on your qualifications and/or previous experience – you may still do well but the personal cost to you may end up being quite high. Do you know your strengths? I have often found that people struggle to list what they are good at. Let me help you: strength can be an inborn talent you’ve polished over the years, a skilled you’ve acquired and honed, an ability stemming from your education or your experience. Don’t discount your strengths because you’ve always had them! Similarly, don’t assume that what comes easily to you will be the same for others. [Find your sweet spot](#): which is when your strengths align well with your occupation. In your sweet spot, you are sure to do well and without undue effort! For more on playing to your strengths, click [here](#).

All right, so you are doing well: what next? Well, [promotion](#) of course! In the earlier stages of a career, promotion is a natural reward for a strong contribution. The better your performance, the more quickly you can expect to be promoted. But let me also warn you that there are other factors at play besides merit. You will know what I am alluding to: [politics](#). To be promoted, you will need the support of your line manager but possibly also of other influential individuals. Not knowing who they are risks representing a blind spot. If you are concerned about being passed up for promotion, believe you deserve to be fast-tracked for promotion or simply want to make sure you are in control of your promotion, I have devised a dedicated programme called “The Only Way Is Up, Baby” (yes, I know, I’m stuck in the 80’s). For more information, just click [here](#).



2. Second Gear: Get Along

“I suppose leadership at one time meant muscles; but today it means getting along with people.”
Mohandas Gandhi, Great Soul.

You need to get along with people in your office. Not all of them but unlike social occasions when you can choose to ignore someone with whom you don't have a lot in common with, you will need to be able to get along with colleagues you don't naturally like unless you want your office life to become absolute misery.

Of course, you will want to **get along with your boss**, who holds so much power over what corporate fate awaits you (for more how to manage your boss, click [here](#)). But you need to think more broadly. If you don't get along with a colleague, he/she could bad-mouth you to the rest of the team leaving you isolated. Or they could berate you to your boss with whom they have influence. If not a team member, then a colleague in another department with whom you got on poorly during a project might speak ill of you to others and tarnish your reputation despite your good work. You will want to get along with your subordinates before they all leave en masse (for more on assessing your current team, click [here](#) and for enhancing your ability to give feedback, click [there](#)). But you also want to get along with anyone of seniority or known to have influence irrespective of their official rank in order to make sure that your professional image supports – rather than undermines – your efforts.

If you don't **get along with the right people in the office**, expect roadblocks.

So what does it take to get along? Well, first the ability to recognise that someone with whom you don't have a lot in common with is nevertheless worth the effort. The ability to tell when someone has influence beyond their official rank because they have got the ear of at least one decision-maker. The ability to understand your environment and who has a say over how your place in that environment evolves. It could be a junior colleague who is the boss's pet, a senior manager in another country or the person sitting next to you: don't hesitate to think laterally and establish a map of those people with whom you need to get along.

Once you know who matters and with whom you have to get along with no matter whether you like to or not, then it is time to leverage your **listening and persuasion skills!** Most people have trouble really listening. We are keen to get our point across, to show the brilliance of our ideas... When we do that, we are making what I think of as a “hard



sale". Think about your own reaction when a salesperson is pushing you to buy something: isn't your natural response to resist? We are all cut from the same cloth so if you push too hard, don't be surprised to experience resistance! In contrast, what behaviour is likely to facilitate you making a purchase? In my personal experience and having checked this against quite a bit of literature, the answer is indubitably: **asking questions**. To persuade someone, you first need to know what they want so that you can position your idea according to their need. And to find out what someone wants, the only way is to ask them. Without knowing what's going for the other person, you risk making flawed assumptions and therefore presenting your ideas less effectively.

Knowing what is going on in someone else's mind is the first step towards bonding with that person, finding similarities which you didn't suspect existed, and influencing them! Step two: having found out what makes your target audience tick, **adapt your memo, your presentation, your remarks**. When you use the same kind of language as someone and echo their thoughts, they are likely to notice and appreciate which creates a good rapport and will facilitate your capacity to get the person to respond as you wish. For example, when addressing someone who is a 'glass half empty' kind of person, engage in 'problem talk' to **mirror their mode of operation**: in a corporate context, talk about cost savings rather than revenue opportunities, talk about solutions your project will bring, the issues it will solve, and the problems it will fix – not the new clients it will bring.



For more on how to successfully influence, click [here](#). In addition, if you'd like to identify and then develop key relationships at work, click [here](#).

A final but important point: **self-confidence**. We all have our pet situations: for some, it is large group situations they dread, for others it is a particular individual who makes them feel small. Or it's making a request which makes us go weak in the knees.

Or saying 'no' which we find so hard to say. Whatever the audience or the setting, it happens to all of us and our usual default position is avoidance. Clearly, this can hold us back – because we don't have the self-assurance to discuss our promotion prospects with our boss or because we are unable to raise our profile with a senior manager because we feel too tongue-tied in their presence. While this is perfectly natural and part and parcel of the human condition, it can slow your career progression. If this is the case, there are two options: stay as you are but with an understanding of the implications or take steps to **build up your capacity to be assertive**. One area where being assertive also comes in handy is in case of conflict and sadly conflict is too often rife in companies.

For more on how to be self-confident when you least feel like it, click [here](#) and watch two videos on building up your self-confidence and another on dealing with conflict (more [here](#)). The videos discuss a three-step model for building your self-confidence but I have developed a more elaborate model called "ASSERT" (the title choice is, I hope, self-evident). For more about "ASSERT", click [here](#).



3. Third Gear: Know Yourself

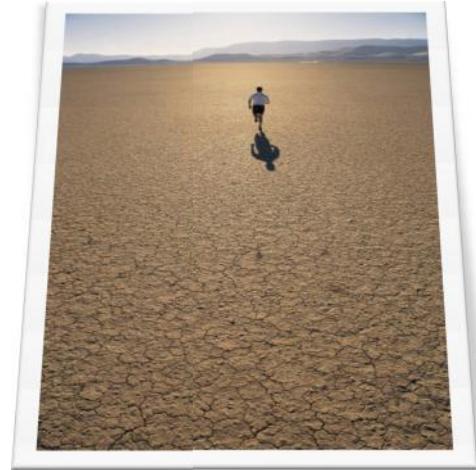
“Your time is limited, so don’t waste it living someone else’s life. The only way to do great work is to love what you do.”
Steve Jobs, Apple CEO.

You might wonder why I did not put this gear earlier in the report. Well, my observation is that most of us “land” a job after university without much of a strategy. Of course, there are people who answer a calling but these are not the majority. For the rest, it is about identifying an opportunity and our school advisor, friends, parents or even the media may all play a part in steering us down a career path.

As such, many of us **tend to get a job and then cope as best we can**. When things work out, we gradually progress up the organisation. If not, we may resign and get hired by another firm to do what we know as a new employer will not usually take the risk of trying something novel with a fresh hire. When we are happy with and good at what we do, we may spend several years at it, riding that wave of success. But there comes a time when we start thinking.

For some, it will be an external catalyst, like getting a child and wanting the time to spend with him/her. Or moving in with a significant other and no longer coming home at 10pm every night. For others, it will be more of an internal process, which has us wondering “I’m happy now but I’ve been doing this for seven years: what next?” or “I can’t take this any further so how can I overcome this glass ceiling and resume an upward progression?” Psychologists call this “self-actualisation”: human beings naturally long to fulfil their potential. An inner voice tells us **“To thine own self be true”** as Shakespeare has Polonius advise his son Laertes in “Hamlet”.

In that case, it is **time to find out what you are really good at** and align purpose with occupation. You may not have had a calling in your teens but that should not mean that you cannot find your vocation later in life! I discussed previously playing to your strengths so if you haven’t yet fully connected to your unique strengths, now is the time to inventorize them. In a second step, let me encourage you to do some ‘blue sky’ thinking about repackaging your talents into the kind of occupation that will fulfil you. A third step which I advocate is to then engage in research so you identify one or more actual jobs that matches your aspirations and capabilities. If that sounds exciting as well as daunting, let me reassure you: I



and everyone I know who went through process felt exactly the same way. For more information on how to find the job you were meant for and then making sure you get it, click [here](#).

As you contemplate who you are in your work life, your strengths, your values, let me ask you to **listen to your thoughts**. If that sounds odd, let me explain. What do you hear? “I can do a different job easily” or rather “I will never manage to work in a different field” ... or some version thereof. Your psychology is key to anything you do or do NOT do. Do you like starting new things or does the prospect worry you? When it comes to making a career change, if your thoughts tend towards risk aversion, your tendency will be to stay in your current job. If you enjoy uncertainty, your tendency will be to experiment. Whatever your tendency is, be aware of what is going on for you.

If you would like to make a change, then manage your thoughts towards the positive end of the spectrum. **Constructive thoughts will sustain you** as you embark on this exciting journey. You will remain motivated and energised even when it seems to take too long and you encounter obstacles along the way.

When you listen to your thoughts, you also discover elements of your personality which you may have only vaguely suspected – your “espoused values” versus your “values-in-practice”. For example, someone says what is paramount to them is their family and yet they hardly spend any time with them: the first is the “should-have value” and the other the “actual value”. So **come clean about who you are** and align your “should have values” with your “actual values” by either making a change in your behaviour or embracing your “value-in-practice”.



Let me give you another example of what admitting who you are may consist of. I am often told: “I hate managing others”. And I reply: “Well don’t!” But the reply comes: “If I don’t manage a team, my career upside is limited!” It may well be: sadly a lot of employers make management a prerequisite to further advancement. But not all. When I was at JPMorgan, the US bank, in the 1990s, they were Managing Directors who had no team. And the same at UBS, the Swiss bank, when I was there from 2005 to 2009. Two points here: first, a firm’s rules do not have to determine who you are at work. And second: **be careful what you think is required by your employer** in order to progress up the corporate ladder: do your research. Then, if what you find out does not appeal, see if they value you enough to make an exception. Or leave! Or bow to pressure! So long as it is your choice.

A last word on knowing yourself: **look after your health**. You will be no good to anyone if you are poorly. I am not going to give you health advice: we all know that we ought to eat well, drink in moderation, exercise and get a good night’s sleep on a regular basis. For many of us, the downward slope starts with long work hours. We get home late, eat our dinner on the kitchen counter and do not get enough sleep. We stop going to the gym. When this happens, we know it cannot last but we do not know how to break the pattern. For more on the challenges of managing your priorities, click [here](#) to view some tips on video and for further support, click [there](#). By **better managing your time**, you will increase your productivity and get a lot done in a reasonable amount of time.



4. Fourth Gear: Be Versatile

“I am adaptable, flexible, versatile and ambitious. I am confident that I can do it all. Just give me a chance and you will see.” Anonymous.

Does this sound cocky? My view is that it sounds unrealistic: I know many extremely gifted individuals and even they cannot do it “all”. But the point of this section is to encourage you to **learn and grow**.

Again, there are no set rules: whether your professional growth will mean that you undertake five different jobs or that you stick to one area of expertise and expand your knowledge there, **versatility can take many forms**. Let me approach the issue from the following two angles. Firstly, from the point of view of your skill set. And secondly, from the point of view of the roles you pursue.

As regards skills, the majority of us **start by focusing on building up our technical skills**. If

you are in a bank like I was, you may learn accounting, relative value analysis, or how the stock market functions. Whatever your technical skills, they enable you to deliver a tangible, measurable output which represents your contribution to your employer’s financial performance. That contribution is reviewed at regular intervals via a performance appraisal process. If you need to

develop your technical skills, you are given training provided in a classroom-type of setting.

Unless you have what Americans term an “attitude problem”, you will be rewarded for your contribution, i.e. for meeting your work objectives as discussed in the First Gear section. The larger your contribution, the larger the financial payoff and the more rapid your advancement.

And then it stops. So, if technical skills are no longer sufficient to move up, what does it take? **“Soft” skills** as they are commonly termed. Another appellation you may be familiar with: “emotional intelligence”. Since the second



half of the 1990s, **soft skills have been generally acknowledged as crucial to business** (and to life). But what are soft skills? When you have soft skills, you are able to connect with others as human beings, build and maintain relationships (recall the Second Gear), understand what makes you tick and keep a handle on yourself and manage and influence others. Soft skills are also pivotal to how people learn and develop and to how people become more adaptable. In that sense, my view is that your soft skills become just as relevant to your employability as your technical abilities.

Let me share a quote by Robert Sternberg, an American psychologist and university lecturer, who specialised in understanding what he called “practical intelligence” (one not measured with IQ). Sternberg and his team looked at success factors in managerial roles and listed:

- “1. The capability to adapt to the demands and challenges of the real world.
2. Adaptation [which] includes changing the environment or selecting a new one if necessary.
3. Non-cognitive attributes of intelligence (that is, things other than IQ) that single out employees who are more successful from those who are less so.”



So that is my case for soft skills: there is plenty of literature showing how soft skills correlate with career advancement. But I knew this before I read any books on the topic: I witnessed firsthand how technically-able individuals limited their careers. And I know how much I invested in my soft skills in order to win my last three promotions. Unlike technical skills, soft skills manifest in a very individualised way so there is no one-size-fits-all programme at the ready (and do not believe anyone who tells you otherwise!). But help is available so if you'd like to discuss your soft skills, click [here](#).

Let me now turn to the second aspect of versatility. You may have observed that those who make it all the way to the top – the so-called “C-suite” – often exhibit impressive pedigrees: they have held a variety of roles and they have frequently had foreign posts. So if you are aiming high, it might be worth your while considering **taking on different roles throughout your career**. Variety in a CV is also a demonstration of adaptability (or “adaptation” in psych’ jargon).

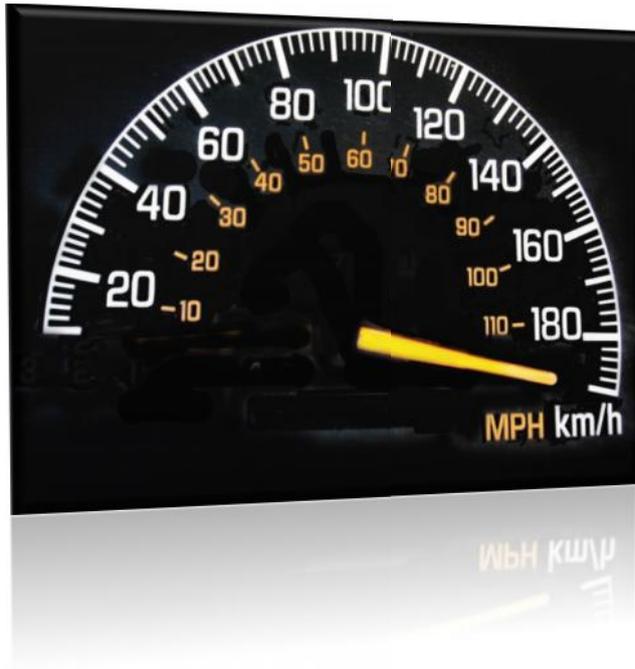
The benefits of assuming diverse jobs are the learning opportunities they afford and, with success, the chance to stand out relative to other high-performers who have stuck to their comfort zone. But the challenges are equal to the task. Remember your first day at work? Every new role is like that: you start again from nearly scratch. You have to build your network anew, understand how the systems and the politics work. I have noted that many stay in a role which no longer fires them up because they dread the investment that a new job requires. The good news is that there is a process to ensure you succeed. For more on how to quickly do well in a new job, click [here](#).



5. Fifth Gear: Lead

“Leadership is the art of getting someone else to do something you want done because he wants to do it.” Dwight D. Eisenhower, US General and President.

So now we are on to leadership. The literature on leadership – ranging from the anecdotal to the academic – is plentiful to the point of frightening. In addition, leadership training offers abound.



Against this background of information overload, what follows is my personal take, combining my own experience of identifying my leadership abilities and then growing them over time, my observations of people in leadership positions (which taught me a lot about what leadership is not) and those leadership books which inspired me.

There is a debate raging about the difference between a manager and a leader. While I have views on the issue, this short paper is not the place for me to air my opinion. What I will however say is that **a leader also manages while a manager only manages.**

Leadership Principle #1: Have “What It Takes”

This may seem extremely unhelpful but **leadership, in my view, is contextual.** Many people find that they enjoy taking the lead in some circumstances and not in others and wonder whether they have the capability to lead. In my opinion, a leader does not have to systematically steer. In fact, a good leader knows how to delegate, which is one of the ways in which he/she can encourage the development of leadership abilities in others. A good leader also consults (see Leadership Principle #3). So, if you don’t always lead that does not mean that you are not a leader. But if you find that you systematically feel uncomfortable with decision-taking, find it challenging to motivate yourself without the intervention of external stimuli, lack in self-knowledge or struggle with self-assurance, then it may be the case that leadership is not your thing. As I hope I have made clear, it is however possible for you to build a rewarding career by working through the preceding four gear shifts.

The reference to “your thing” raises a core question around leadership: is it innate? An area of much debate too, my opinion is that there are **leadership attributes** which a person must eventually possess to aspire to lead on a large scale. However, my view is also that these leadership attributes need not be fully present from birth. Some traits may be present in an embryonic form and will need to be teased out, fleshed out and nurtured. It is also not necessary to start with all the attributes of a leader but it will be important to have at least a few as a starting point. My list of leadership



attributes contains: self-motivation, optimism, self-confidence, self-knowledge, authenticity, emotional intelligence, hardiness, diplomacy and self-control. The leaders I admire – and find inspiration with – possess these qualities while many in leadership position very obviously lack several if not all. And remember: we are all human and thus all fallible. What makes a leader is not that he/she exhibits these traits 24/7 but that this person constantly strives to live these attributes.

Leadership Principle #2: Have a Vision

I said that I would not engage in the leader versus manager debate but let me say that what is called by some “visioneering” the capacity to imagine the end place and then to work back to now. The ability to create the necessary steps to achieve that goal is, in my view, a fundamental difference between manager and leader: the manager executes the strategy but does not conceive it. This concept of the leader as visionary is well encapsulated in the phrase “Begin with the end in mind”, which is Stephen Covey’s second of seven habits he advocates for high effectiveness. While having a vision is fundamental to leadership, it is not enough to make you a leader. What it will contribute to, in isolation, is making you creative as well as autonomous. Another aspect of vision: the notion that the whole is greater than the sum of the parts. A vision has a **transformational element** to it: it is, in that sense, different from a plan – the plan however takes you to the realised vision. Strategic thinking is the ability to conceive of evolution and results in a step change from the starting point.



Leadership Principle #3: Have a Heart

If the only person you lead is yourself, you are not a leader (though you may have the potential, see Leadership Principle #1). Indeed, a leader has followers. Let me quickly debunk what I think of as **the myth around charisma**. While there are dictionary definitions of charisma, the word is imbued with near mysticism and only leads to confusion. What I will say is that a leader has **personal appeal**. A thought leader will appeal with ideas and millions will read his blog. In an office context, a leader is not one who is given a staff of 200 to manage, but one who is able to reach the hearts and minds of these 200 people. Authenticity is one of the leader attributes which strongly elicits respect (see Leadership Principle #1). Add a vision (see Leadership Principle #2) which the leader conveys with optimism and clarity. The result is that the recipients will feel stirred to commitment. A leader needs to bring some measure of personal warmth to his communication and to be seen as speaking from the heart, from a place of deep personal conviction. Others opt to follow that leader who they see as **a pathway** to a future they long for. If the leader consults, the followers’ engagement only increases.

If you would like to discuss your appetite and aptitude for leadership, click [here](#).



6. What Gear Are You In?

“Thanks to our talk, I finally know what has been bothering me for so long [with my career] and I look forward to exploring with you ways I can solve my problems at work.” David, client testimonial.

So here we are. We discussed the following building blocks to a career:

1. The importance of performing well at work;
2. The significance of getting along with the right people in the office;
3. The relevance of knowing oneself in order to aptly steer one’s career;
4. The meaning of versatility in a professional context; and
5. The essential components of leadership at work.

Again, you don’t have to tick all of the boxes in order to build a worthwhile career but in my experience the relative importance of each of these themes in your work life will define your career.

I hope this report was helpful to you in thinking about what you want out of your professional life.

What to do if you’re unhappy with the gear you’re in: have a Career Breakthrough Talk

Did any theme in this report particularly resonate with you? Do you know which gear you are currently in? And if so, are you happy with the speed at which your career is moving?



- How about taking your performance up a notch so you raise your chances of promotion?
- How about increasing your network so you can influence more senior managers?
- How about using your talents differently in a role which rewards you more?
- How about developing these ‘soft’ skills everyone says are key to progressing your career?
- How about finding out about your leadership attributes so you can develop them?

If this report has brought to light one or more areas in your career which you’d like to enhance or a problem which you’d like to fix, wait no more!

Let's have a **Career Breakthrough Talk!**

It's absolutely complementary with no obligation, no small print...

Just email me at alexandra@coachingforinspiration.com and we will explore together **which gear you are stuck in, what is holding you back and what you'd like to have happen.**

So.... let’s have that talk, shall we?

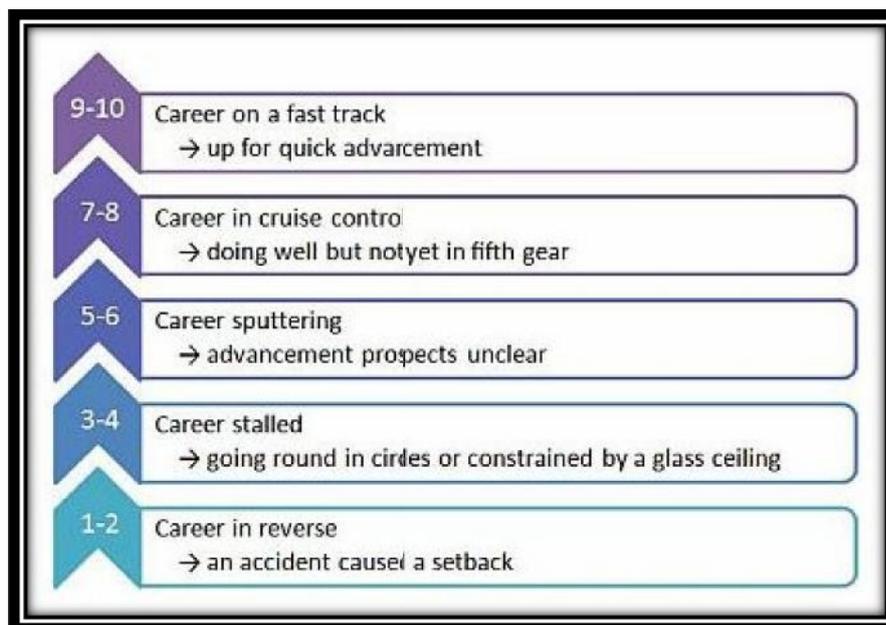


What to do if you're unsure about which gear you're in: take the Career Velocity Check

If on the other hand, you are **unsure about where you are at, how about some clarity?**

- Is it that you're working hard but your contribution is not being noticed enough?
- Is it that you're finding it tough to build relationships and let your voice be heard?
- Is it that you're unsure how else to use your skills because you've been doing your job so long?
- Is that you've been rising thanks to your technical abilities and have now hit a glass ceiling?
- Is that you're an excellent manager but you lack the platform to show your leadership skills?

If you want to **know what's going on for you in your career right now**, let me take you through the Career Velocity Check! The Check is a questionnaire-based session which produces a rank on the



Career Velocity Barometer© as a starting point to look at possible options. My detailed questionnaire will give you the opportunity to review where you are at in your career, whether it's moving along as you wish and, if it makes sense, explore how you can take it forward.

Both the Breakthrough Talk and the Velocity Check are a GBP240 (USD390, EUR270) value but I offer either to you on a complimentary basis in order to support you with your career development. You see, I am happy to share some of my expertise for free because I am shocked by how many people are unhappy at work and unsure what to do. Too many talented individuals are passed up for promotion. Too many work too hard and compromise their family life and health. Building a career does take hard work but it doesn't have to mean putting yourself through a pitiless grind every day!

I hope you will take me up on my offer of a Breakthrough Talk or a Career Velocity Check!

We can meet in person, via Skype or on the phone as you prefer.

Interested? Just email me at alexandra@coachingforinspiration.com!

