

Choose what personal initiatives below will be **“the ones”**.
If you select any two or three of these personal initiatives and get really intentional with executing them on a weekly basis, you will be far ahead of the game! Have at it! - VM

1. Self-Care

Are you taking care of yourself (mentally and physically)?

- What are you doing that allows you to say “yes” to yourself?
- What do you value?
- Are you putting on **your** oxygen mask first?
- What can you do to better take care of yourself?

2. Plan and Vision

Start making a plan or having a vision for your career.

- Have you heard the phrase “failing to plan is planning to fail”?
- Having a vision of where you want to be will help you determine what you want to accomplish.
- Create a road map to your future. When you are headed on a trip, some of us just get in and drive, but most of us identify where we are going, pull up the navigation app, plug in the address, identify the quickest route, and head out. Navigate your future now.

3. Be Curious

How curious are you? How curious are you with your growth? With your future?

- Start with... “What if”?
- What is the “what if” that can move you forward? Curiosity can shape your path.

4. Know Your Skills

Once you’ve set career goals, how can you identify the skills you’ll need to reach your goals?

- Identify 2 or 3 individuals who are currently doing what you want to do.
- Create 5 to 7 questions you want to ask them about how they got into this profession. Example: What are the top 2 to 3 skills I need to be successful in this career?
- Be sure to ask the people you interview what they wish they would have known at the beginning of their journey. Ask if there are 1 or 2 other people the interviewee can direct you to who can provide additional insights into this career.

5. Listening to Learn

Are you listening at a higher level?

- Are you speaking to *be heard* or listening *for understanding*?
- How reflective are you? Have you thought about keeping a journal? Give it a try, even if it’s one entry per week.

6. Lean into Your Strengths

What makes you feel strong and alive? This is your strength. What can you do to lean into this strength more? Just because you are good at something does not mean it’s a strength.

- Let’s say you are good at spreadsheets and everybody comes to you for spreadsheet help, but at the end of the day you are like, “if one more person...”
- If it drains you or you want to run from it, it is not a strength. It is just something you are good at. Lean into what makes you feel strong and alive!

7. Develop Financial Vision and Freedom

- Try to save \$10 to \$100 per month...or what you can.
- Here is some homework for you. Find a savings calculator online
- Figure this out...*If you saved \$100 per month for 20 years at 6% interest, you would have accumulated \$92,411.47.* What is reasonable for you to do over the next 20 years?

8. Board of Directors

- How many of you would like to be a CEO (Chief Executive Officer) someday?
- What if you built your **own** Board of Directors?
 - Find five people who simply have your back and you can look to for support. They may be a few years older, but why not learn from their wisdom?
 - Ask them if they will oblige and be part of your Board.

9. Perseverance with Patience

- If you always do what you always did, *you will always get what you always got.*
- You have got to change it up. Variety is the spice of life.

10. Align Your Major to Your Career

- Research and gain understanding of industries and job roles related to your field of study.
- Gain hands-on experience through internships or co-op programs.
- Network with professionals in your desired field.

11. Career Pathways That Don't Include College

- Trade or vocational jobs: *Jobs in fields such as construction, automotive repair, welding, and cosmetology.*
- Sales and customer service: *Roles that typically require strong communication and interpersonal skills.*
- Entrepreneurship: *Starting your own business.*
- Self-employment: *Freelancers or independent contractors in fields such as writing, graphic design, and programming.*
- Nonprofit work: *Many nonprofit organizations rely on volunteers and entry-level staff and may not require a college degree.*

12. Find Your Career Fit

- Assess your interests, values, and skills: *Reflect on what you enjoy doing, what you're passionate about, and what skills you have.*
- Research different industries and job roles: *Look into the day-to-day responsibilities, the qualifications required, and career outlook.*
- Network and talk to professionals: *Talk to people that work in the fields that interest you. Ask about their experience, the skills they needed, and any advice they have for someone starting out.*
- Try it out: *Take on an internship or volunteer in the field or job role that interests you.*
- Take the Standout Strengths assessment test: *It's free! You will love this.*
<https://www.marcusbuckingham.com/>

So now what?

If you picked TWO of these to really get intentional on moving your personal needle, you will be doing more than most.