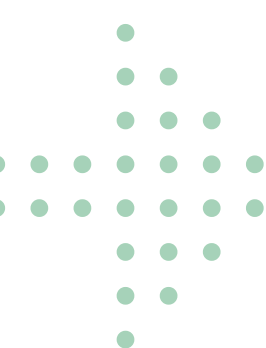


Chapter 8: The Whole You

It can be difficult to satisfy all aspects of your personality, interests, skills, and values from just one area of life, such as your career. Therefore, it is important to look at other activities to satisfy yourself.

You are a whole person, and your career is a part of you. It is common for individuals to solely attribute life satisfaction or dissatisfaction to their career, while overlooking the contributions of other life activities. When possible, we want to capture our interests and passions within our career, but it is realistic that our career will not fulfill all of these fully and that we will need other outlets.



As an example, consider Wei, who is an accountant. While they enjoy their job, it does not meet all of their identified interests. In fact, Wei has a strong artistic interest which they find difficult to satisfy in their accounting job. Therefore, Wei pursues photography and cooking classes in their leisure time. They find these activities leave them feeling more balanced and provide an outlet for stress and a source of relaxation. Additionally, they rate their career as more satisfying when they engage in these activities, as opposed to when they do not do these activities.

Another example is Vic, who is focusing on being a parent and does not currently plan to return to paid employment. He likes to be engaged in activities outside of work at home, and finds additional fulfillment through coaching his child's swim team and planning community events.

Think of some leisure activities and hobbies you currently engage in or would like to pursue, then identify what the activity provides. The activity may satisfy an important value or interest that is difficult to satisfy in your career.

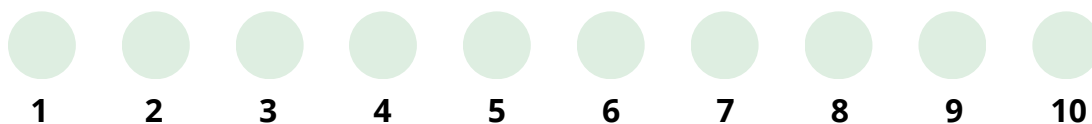
For example, you may enjoy planning family gatherings and events, as it provides you a creative outlet, where you can organize, decorate, and entertain.

You might enjoy acting as a volunteer coach for a youth soccer team, as it provides you an outlet to be involved with sports and sense of meaning and helping.

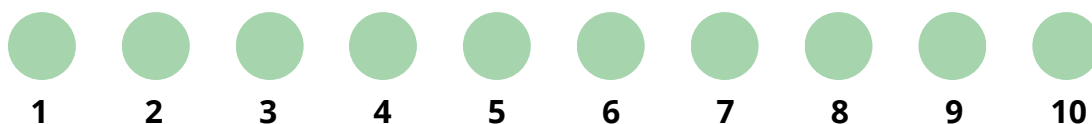
As you are a whole person, it is important to remember that overall satisfaction comes from more than one role and more than one area of life.

For this exercise, use the scales below to indicate from **1 to 10** your current level of satisfaction/fulfillment in each of the domains listed, with 1 being very dissatisfied/unfulfilled and 10 being very satisfied/fulfilled.

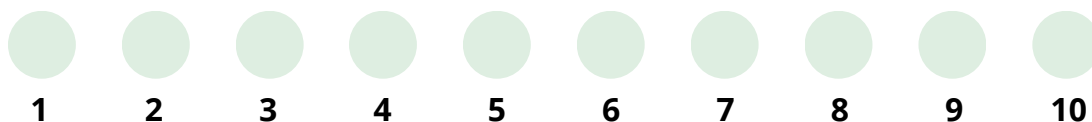
CAREER



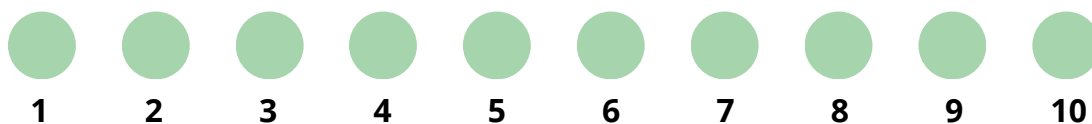
FINANCE



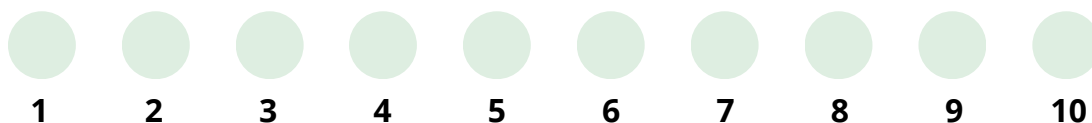
PERSONAL GROWTH



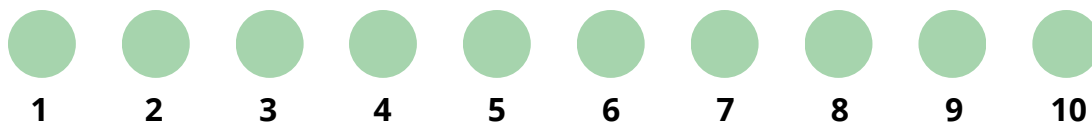
HEALTH



FAMILY



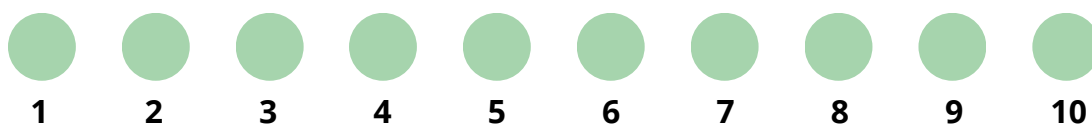
RELATIONSHIPS



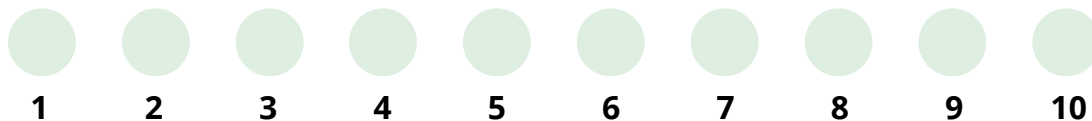
SOCIAL LIFE



ATTITUDE



OTHER



REFLECTION:

Which areas are most fulfilling and why? How can you ensure you keep these as priorities in your life?

Which areas would you like to become more fulfilling and why? What would make your satisfaction in these areas a 10 out of 10? How can you make this happen?

What might be some barriers you will face in trying to reach these levels?

How does fulfillment (or lack thereof) in one area impact the others?

Career and Life Goals

In the previous exercise, you identified areas of fulfillment, where you would like to attain further satisfaction, and barriers that could impede this development. Often change is required in the pursuit of fulfillment, which many people find intimidating or overwhelming. This means fear/anxiety could be a potential barrier to increasing your fulfillment. One way to navigate change and address this barrier is to create a set of goals.

Many successful people find that periodically setting and reviewing goals are essential steps towards achieving desired outcomes. There are many reasons why setting goals is important.

Specifically, goal setting can help you to:

- Identify what is meaningful and provide motivation
- Support focus and direction so you can use your time and resources efficiently
- Problem solve and make decisions more confidently
- Exercise a degree of influence and independence in your life
- Build in accountability to your goal attainment process
- Enhance self-esteem and identify skills and abilities through your accomplishments

Our career and life goals impact one another. For example, your personal goal of owning a vacation property may be impacted by your income and perhaps your availability to use that property.

Keep in mind that goals are not meant to be rigid and can change. People are often reluctant to adjust goals because they see that as a failure.



REMEMBER:

Rigidly adhering to goals that are no longer meaningful to you can lead to frustration, stress, and a waste of resources, including time and money. It is important to take a flexible approach to goal setting!

In the next exercise, identify **15** career and life goals using a **S.M.A.R.T.** goal setting framework:

SPECIFIC Be precise about what you want to do. What actions will you take?

MEASURABLE How will you measure your progress and how will you know that you met your goal? (e.g. By how much? How well?)

ACHIEVABLE Do you have the skills and resources needed to make the goal happen, and if not, how can you attain them? Focus on goals that are within your reach, and that depend on change from you rather than other people. Try to visualize yourself achieving your goals.

RELEVANT Think about *why* you are setting this goal. How does this goal fit with bigger life picture?

TIME Set a timeframe to keep you focused and efficient while you pursue a goal.

After each goal, indicate if you would like to achieve the goal in the next **1, 3, 5, or 10+ years**.

Your goals may range from reading a certain book or taking a dance class, to completing an educational certification or starting your own business. Avoid goals that are vague and difficult to measure, such as “be happier” or “have a better social life.”

Ask yourself specifically what things you can do to make your broader goals happen, so they are specific and measurable (i.e., one thing I can do to be happier is join a volunteer initiative in my community within 1 year).

It can be helpful to reference the satisfaction/fulfillment scales from earlier in this chapter when goal setting. Pay attention to areas that stand out or resonate with you, and use these to develop your goals.

Know that it takes practice setting goals that are SMART!

Goal	When (Years) 1, 3, 5, or 10+
Example: <i>By the end of this year I will increase my savings by 5%</i>	1


REFLECTION:

Do you notice any themes in your goals (e.g., relationships, adventure, financial security)?

How do your goals affect your career planning (i.e., do your goals point you in a certain direction or make some careers less desirable?)

Select your top **5** goals from those indicated earlier, and record them below, along with timeframes in number of years (1, 3, 5 or 10+ years).

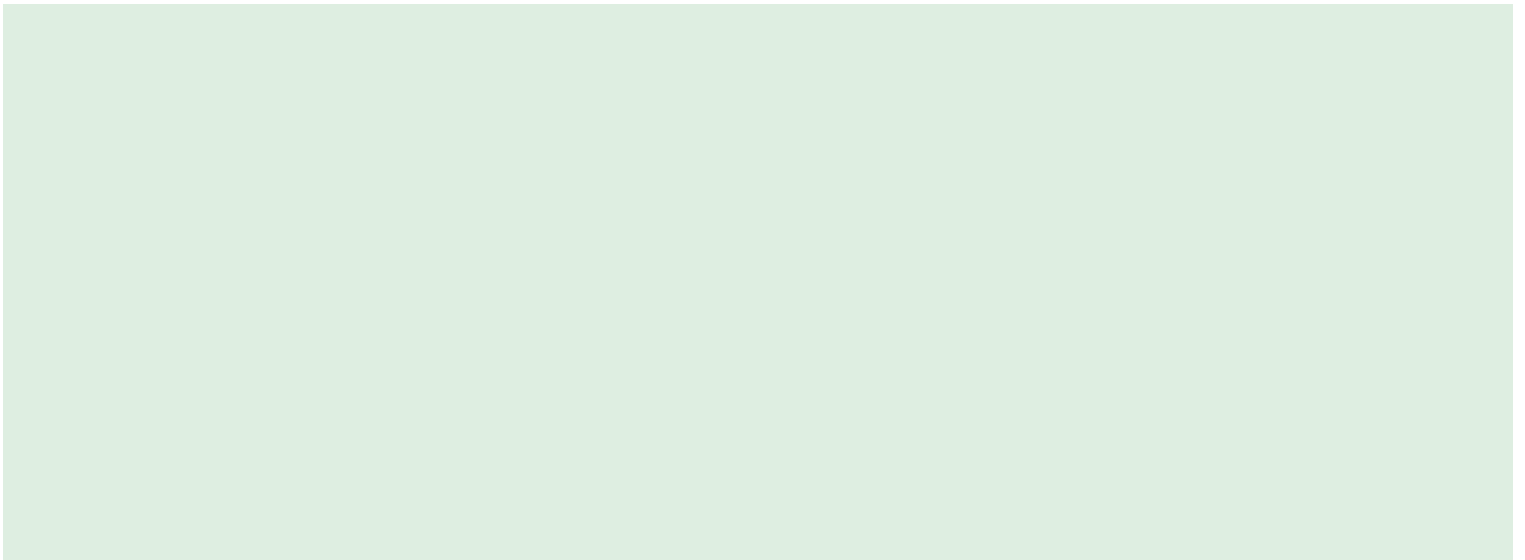
1.		
2.		
3.		
4.		
5.		



Why are these goals the most important to you?



What steps can you take to make these become a reality?



Reality

It is impossible to ignore the fact that we each have a reality that may make certain career options not possible. Unfortunately, many people let reality consume their focus, and settle for careers that do not fulfill their interests, personality, and values.

It is possible to find careers that are a great fit and take into account your reality if you base your decisions on the important aspects of yourself that we've been exploring. We do, however, need to include the factors in your reality that are not changeable and that you would like considered in your career decision.

Below, list up to **5** of these factors below and describe why each is an important part of your reality to take into account in your career decision.

Reality Factor	Why is it Important?
Example: <i>Can't leave the city</i>	<i>Because of partner's job and aging parents.</i>

Refer to [page 182](#)

CAREER CRITERIA SUMMARY



Take a moment to transfer your reality factors to the "**REALITY FACTORS**" section on your Career Criteria Summary!