

Professional Alignment: Staying Motivated and Moving Up

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Pamela Beigh, President

P: 513.253.8874 | F: 614.573.6696

salescore.net

Activity: What Impacts Success?

Objective: To identify the impact of one's inner concept of self on his or her success.

Instructions:

1. Work in small groups.
2. Review the leaders written on the flipchart.
3. Discuss the following questions:
 - * What are these people good at in their careers?
 - * What do these people stand for and what drives them?
 - * What do these people have in common?
 - * What made these people successful? Why?
4. Be prepared to discuss your responses with the large group.

The “WHY” Behind the Success

These leaders were successful because they...

- * Had a **strong sense of self** that drove their success
- * Marched forward on a quest to fulfill what they **inherently believed in** and were **capable** of accomplishing



Career Anchor Defined...

Your career anchor represents your unique combination of perceived:

- * Competence (includes talents and skills)
- * **Motives and needs**
- * **Values**



The Importance of Career Anchors

People are more successful when they...

- * Are clear about what they excel at doing, what motivates them, and what they value
- * Use skills they value and that motivate them, because they choose to spend more time and energy using those skills

“Success
is liking yourself,
liking what you do,
and liking how
you do it.”
— Maya Angelou



Session Objectives

- * Recognize the importance of aligning your career anchor with the organization's
- * Identify your own career anchor and how it presents itself in the workplace
- * Gain understanding into the needs of your organization
- * Identify whether there is alignment between your career anchor and the needs of your organization

Anchor Types

- * TF- Technical/Functional Competence
- * GM- General Managerial Competence
- * Au- Autonomy/Independence
- * SE- Security/Stability
- * EC- Entrepreneurial Creativity
- * SV- Service/Dedication to a Cause
- * CH- Pure Challenge
- * LS- Lifestyle

Activity: What Motivates You?

Objective: To reflect on your career anchor to gain clarity around how it presents itself in your life.

Instructions:

1. Reflect on your anchors assessment tool results. Refer to the questions on your handout.
2. Work in small groups.
3. Share your career anchor with your group and stories around how it plays out in your life.

Timing: 20 minutes

What's Next?

To effectively manage your career, you need to understand...

- * **WHY** you like do it,

and

- * **WHETHER** your wants and needs align with those of the organization.

Uncovering the WHY

VIDEO: <https://www.youtube.com/watch?v=IPYeCltXpxw>



“The more organizations and people learn to start with WHY, the more people there will be who wake up being fulfilled by the work they do.”

What Leadership Stories Tell Us

Stories help us...

- * Make sense of our organizations
- * Gain understanding about the need for change
- * Become inspired about the future



Leadership Story: Starbucks

VIDEO: <https://www.youtube.com/watch?list=PLC45BC74E4332E996&v=dUJod7xUMLQ>
(skip to 17:35 on the video / end at 20:00)



My Organization

As you listen to your organization's leadership stories, think about...

- * What does my company stand for and what do they value?
- * What does my company need from me?

Activity: Where Is the Alignment?

Objective: To determine where your career anchor aligns with your organization.

Instructions:

1. Reflect on your career anchor and how it connects to your role in the company.
2. Use the questions on the handout to help you.

Timing: 15 minutes

How Will I Use This Information?



Next Steps

- * Create Individual Development Plan



**If you
wait for
perfect
conditions,
you'll never
achieve your
goals**





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