

Welcome!

We'll get started 5 minutes after “start time.” Feel free to grab a snack, use the restroom, or finish up a few last emails.

While you're waiting... **Please change your name in Zoom** to be your first name and last initial (click on the 3 dots and select rename).



Today's Session



Jenny Weston

PeopleDev Program Manager

Regarding COVID19:

- **This is all incredibly difficult time.** One of the things that has helped me is to continue to hold spaces for connection (this session being one of them)
- **The content may not be top of mind right now** (which is understandable) but we're hoping you can **use it as an avenue to connect with each other** and be together

Today's Session

A Few Notes:

- Would love it if you could turn on your camera!
- Kids, pets, and significant others are welcome to wander through!

Exploring Your Life & Career





YOU can own your own career & life development

By answering 3 key questions

Answering these questions will help you:

Get clarity on your strengths and values

Feel less discomfort when thinking about the future

Define clear goals & start filling gaps to reach your goals

Here's our model:

Career Exploration Model

SPROUTS

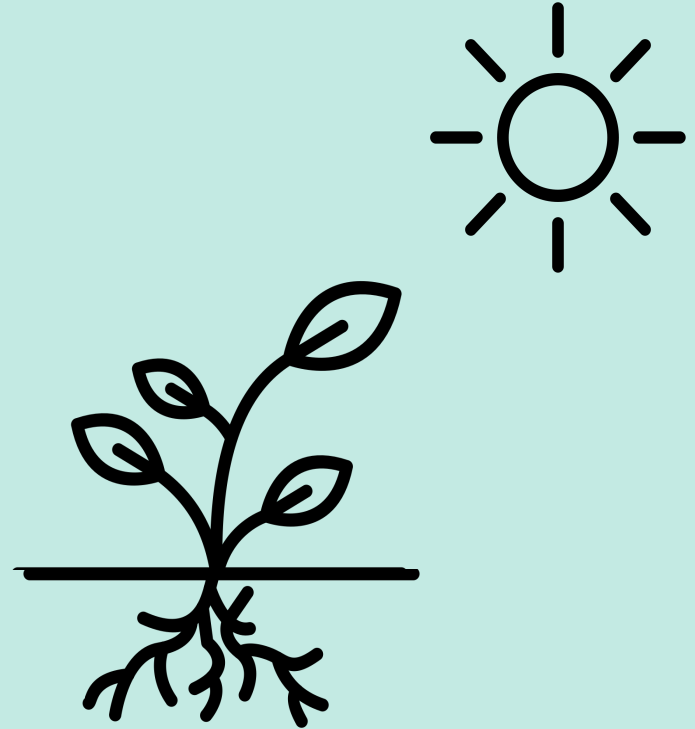
Where can you make small changes?

RAYS

Where do you want to go?

ROOTS

Where are you now?



Here's our model:

Career Exploration Model

SPROUTS

Where can you make small changes?

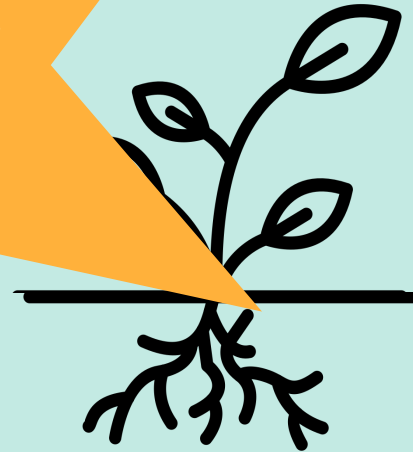
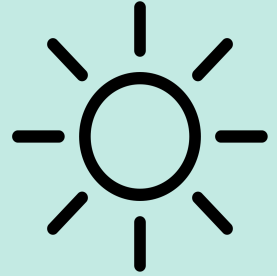
RAYS

Where do you want to go?

ROOTS

Where are you now?

Starting Point!





**Exploring Your Life
& Career**

[open to all]

**Career Convo for
Managers**

[managers only]



I may need to extend
my lunch break into
not working here
anymore.



som^{ee}cards

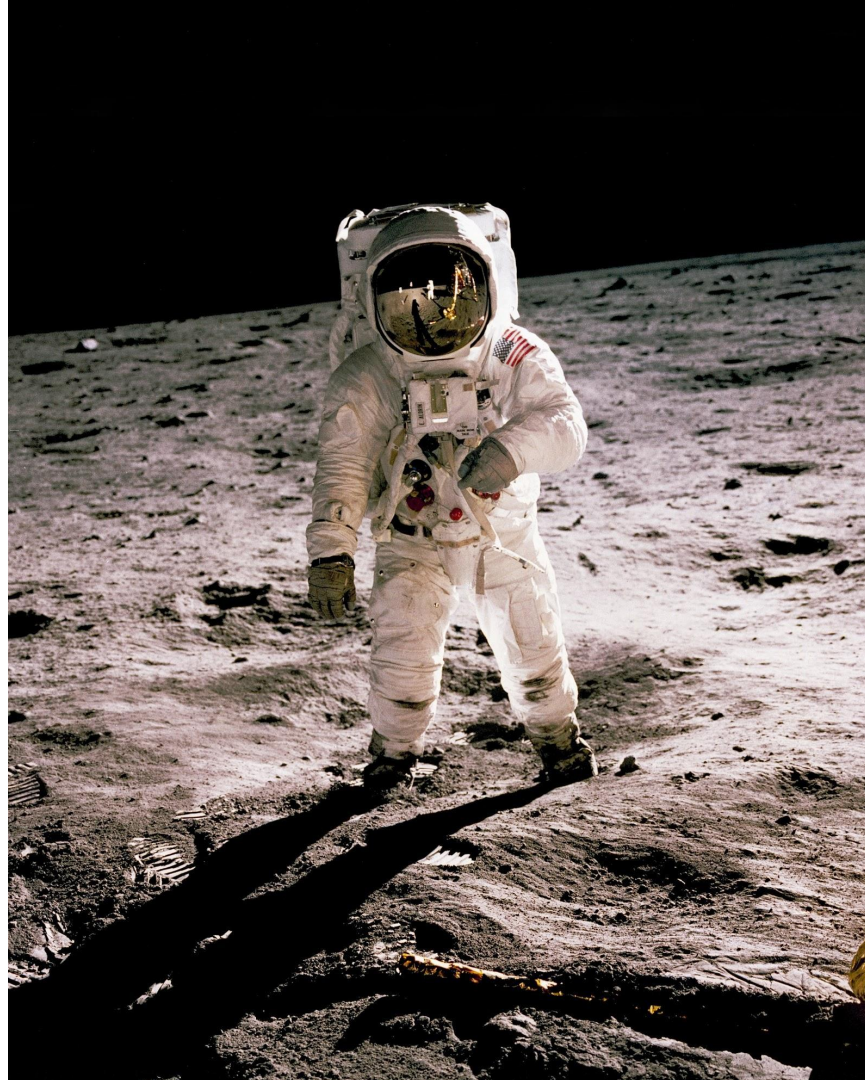


EMBLEM

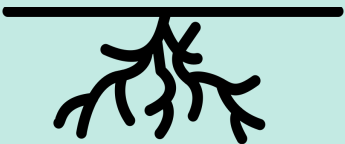
29/06/17
Trois-Circle
264
MADE IN CHINA
∞♥

Chat in:

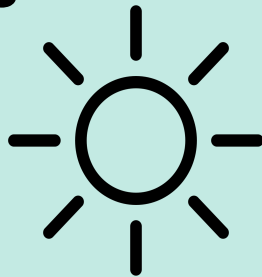
- Name
- Team
- A memorable job you've had (1 sentence!)



Roots



Rays

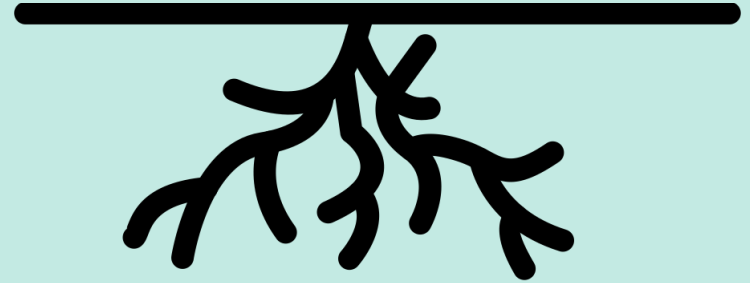


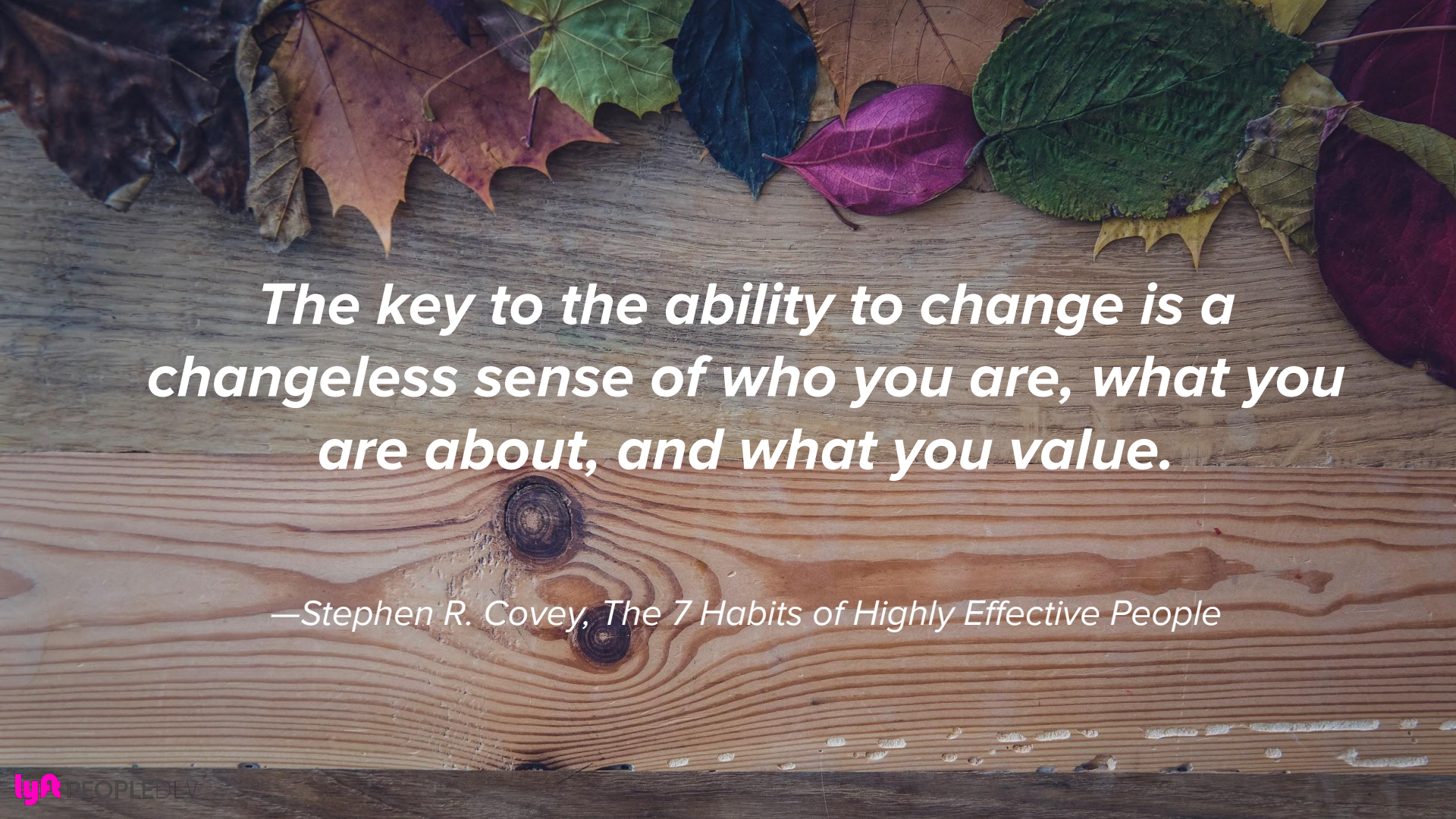
Sprouts



Roots


Where are you now?



A wooden surface with autumn leaves scattered along the top edge. The leaves are in various colors including brown, green, purple, and red. The wood grain is visible, with a prominent knot in the lower center.

*The key to the ability to change is a
changeless sense of who you are, what you
are about, and what you value.*

*—Stephen R. Covey, *The 7 Habits of Highly Effective People**

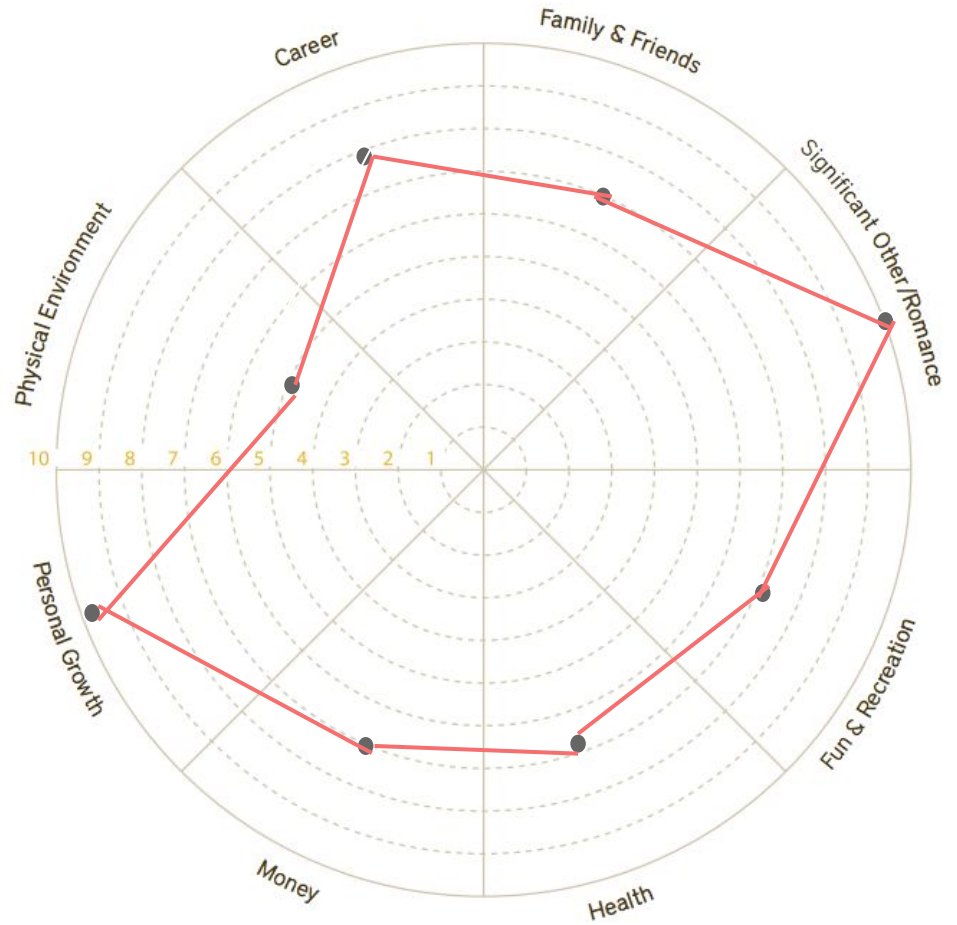
A close-up shot of a man with a severely distorted face, where his nose is elongated and fused to his forehead. He has a wide-eyed, questioning expression. He is wearing a dark, textured jacket over a patterned shirt. The background is dark with two bright circular lights.

who am I?

Career

As a part of life

Jenny

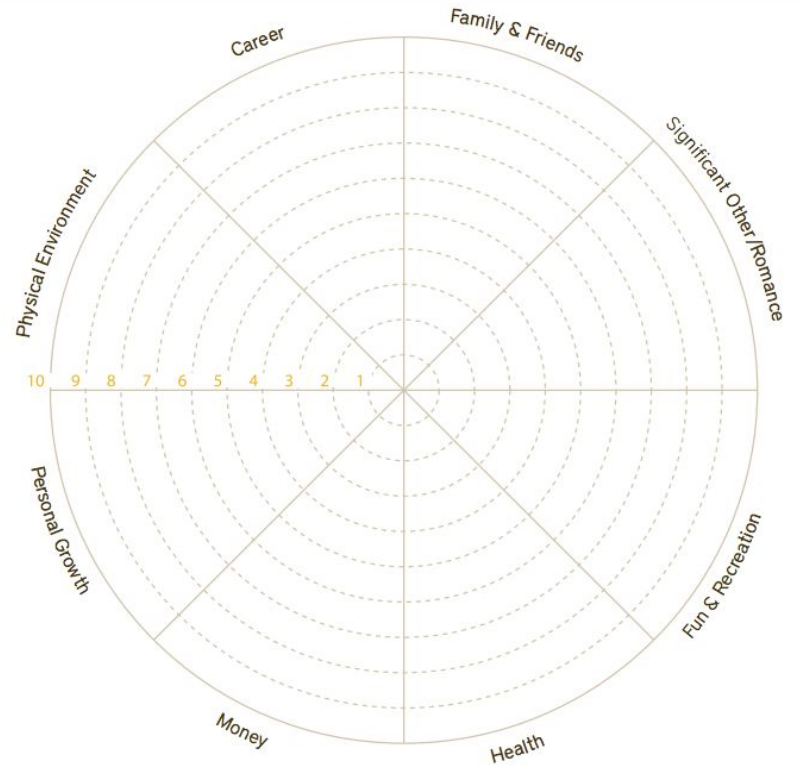


Pie of Life Exercise



Individual Reflection

Fill out the Pie Of
Life exercise in your
workbook.



Pie of Life Exercise



Pair Discussion

Choose one area you
want to focus for a
partner discussion.



(*Discuss*)

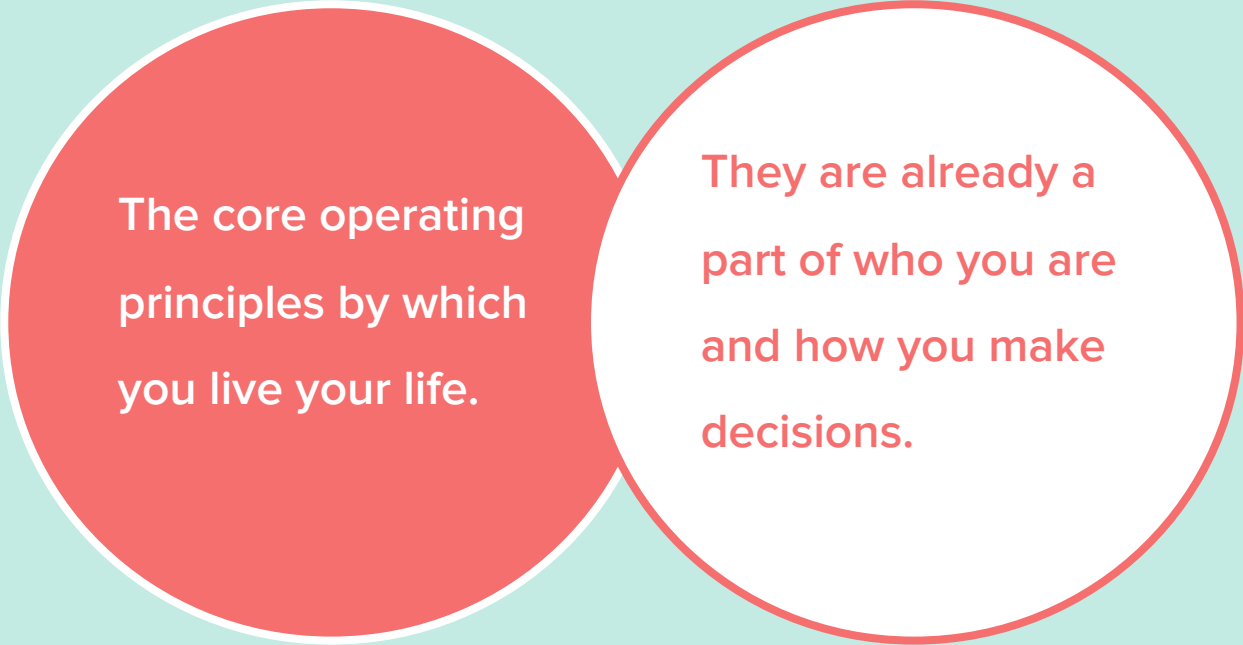
Why did you choose to focus on
this one

Is there anything you think you
could do to increase your level

Does your partner have any other
suggestions

Understanding your values

Why does this matter?

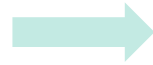


The core operating principles by which you live your life.

They are already a part of who you are and how you make decisions.

Want to look for opportunities, careers, and environments in which our values will be honored.

If one of your core values is **balance**



...you might **not** want to explore a career field where the standard hours are 7am-midnight.

If one of your core values is **mentorship**



...perhaps mentoring a student or working towards becoming a people manager would be fulfilling.

Peaks & Valleys Exercise



Individual Reflection

Open up your **Pre-Work**: Peaks & Valleys Exercise and your **workbook**.

- ★ Look at each of the situations you wrote out and identify what values were being honored / dishonored
- ★ Use the list of values in your **workbook**
- ★ You can add additional values that resonate even if not in your stories
- ★ Write down your top 5 values

Why stories?

Peaks & Valleys Exercise



Pair Discussion

Share your
top 5 values.

What did you
learn about
yourself from
this activity?

Which of
these values
are strongly
evident in
your life
today?

Are there any
values you
feel could be
more evident?

Understanding your strengths

Why does this matter?

- ★ Best skills = Engaged You!
- ★ *“At work, I have the opportunity to do what I do best every day.”*
 - 6X engaged in their job
 - 3X high quality of life



Strengths tend to fall into 3 buckets:



Don't worry, there won't be a quiz on these buckets 😊 We mention this because being aware of these buckets can help expand what you might think of as skills!

Achievement Stories Exercise



Individual Reflection

Return to the
Pre-Work:
Accomplishments
Exercise

Circle the
skills (hint:
look for
verbs, nouns
& adjectives)!



★ Write down your top 5 skills

Achievement Stories Exercise



Individual Reflection

Which of these skills are strongly evident in your life today?

Are there any skills you feel could be better utilized or you want to see more strongly represented in your life?

Later on, we'll discuss additional skills you want to develop (that may not already be on your list!)

Checking In...



Answering the question: “*Who are you?*”

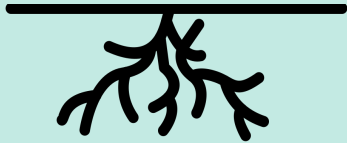
Your values will be your compass.

When your work utilizes your strengths you’ll be most engaged.

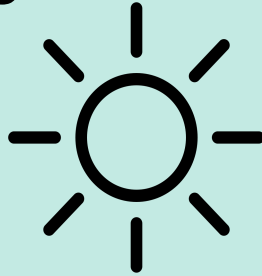
Break!



Roots



Rays

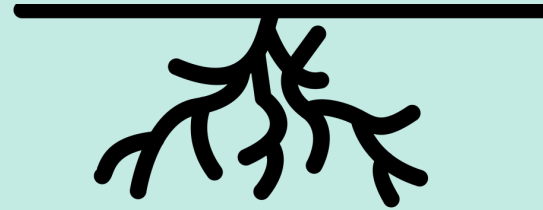
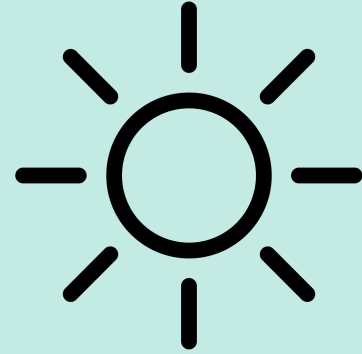


Sprouts



Rays

Where do you want
to go?



A long, straight asphalt road stretches from the foreground into the distance, vanishing at the horizon. The road is flanked by dry, golden-brown grass and a simple wire fence. In the background, there are rolling hills and a range of mountains under a dramatic sky with soft, colorful clouds from a sunset or sunrise. The overall mood is contemplative and open.

**“If you don't know where you
are going, any road will get
you there.”**

- *Lewis Carroll, “Alice in Wonderland”*



Role Model Exercise



Individual Reflection

Who are a few people you look up to and admire?

- Someone you know, someone famous, even a fictional character

What makes them appealing?

- Do they represent something about a life you want to lead?
- Do they embody certain values or skills/expertise?

Why having a vision matters

- ★ Your north star
- ★ Helps you filter your choices and make decisions
- ★ Think (way!) past your next promotion to come up with a **vision statement about what a meaningful life looks like to you**
- ★ Should be BIG & unrealistic!



Craft a Vision Exercise

Start broad

How you want to feel 5 years from now?

- See the positive results of my work
- Become recognized as an expert in my field

Think about: your values, strengths, role model attributes

Get more specific

- Imagine that it is 5 years from today and you have achieved wild success. Describe in the present tense what you are doing!
- Be as detailed and creative as you can
- Your vision statement should make you excited!
- **DON'T** address “how” you achieve something, but rather what success looks like

Values, Strengths, Role Models & Known/Unknowns



Broad: How I want to feel 7 years from now



Get creative! Imagine what success looks like

Step 1

Values

Relationships
Positive Impact
Being considerate / justice
Resilience / Positivity
Authenticity

Strengths

Empathy
Communicating
Empowering / Developing Others
Persistence
Organization / Project Management

Role Model Attributes

Subject matter expertise
Resilience / persistence
Positive impact
Authentic

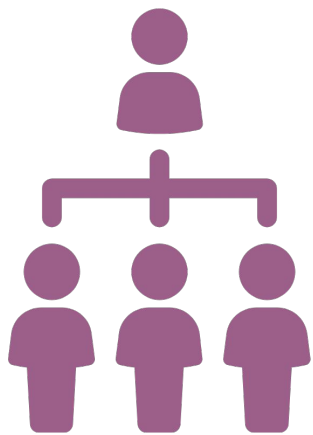
<u>Knowns</u>	&	<u>Unknowns</u>
Close to family		Exact Role ?
Work life balance/ no CEO		\$\$\$?
Travel		
Dog :)		

Step 2

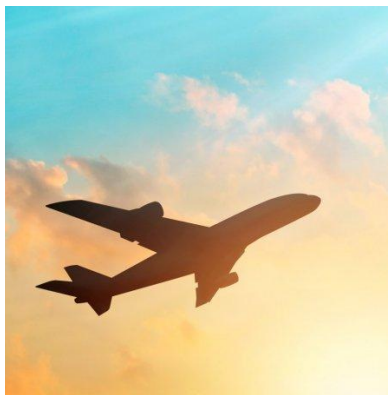
- work life balance
- having a family & dog
- being a subject matter expert
- reducing my imposter syndrome
- Investing in 1:1 relationships
- seeing positive impacts from my work / improving people's lives

Step 3

I'm working out of my beautiful home office in Los Angeles — the sun is shining through my window and my dog is sitting by my feet. I'm preparing to give a TED Talk next month and will be celebrating by taking a 3+ week trip abroad with my husband and kids right after. In addition to my role, I'm coaching on the side. I have more client requests than I can even take on. I love connecting with people 1:1 and get so much joy out of helping others live more engaging and fulfilling lives.



ALWAYS
Learning



Family

Craft a Vision Exercise



Individual Reflection

- ★ **Step 1: Imagine that it is 5 years from today and you have achieved wild success. Describe in the present tense what you are doing!**
 - Be as detailed and creative as you can
 - DON'T address “how” you achieve something, but rather what success looks like

- ★ **Step 2:** What parts of your vision are already present in your life, even a little bit? In what ways is this vision statement already true?

- ★ **Step 3:** Are there any gaps you want to focus on closing?
 - Specific skills, expertise areas, etc.
 - Values

Craft a Vision Exercise



Pair Discussion

- ★ Share your vision with your partner.
 - What parts of your vision are already present in your life?
 - What parts are missing?
 - In what ways in your vision connected to your values and strengths you discussed earlier?
 -
- ★ Partner: ask questions on how the connections between values & strengths <-> vision could be stronger

Checking in...



Should have better understanding of where you may want to go!

This could be:

- ★ A hazy vision or something more clear
- ★ A part of pie you want to focus on...
- ★ A gap you want to focus on closing...
(workbook pg. 9, missing skills)

Share your vision

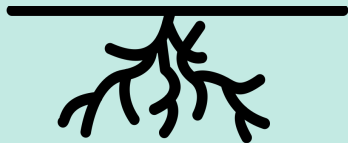
- ★ If you feel comfortable, chat in your high-level vision statement (even just a few words!)
- ★ Take a break!



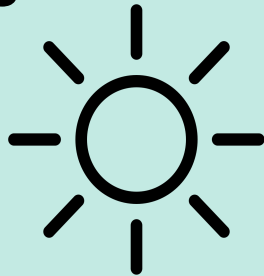
Break!



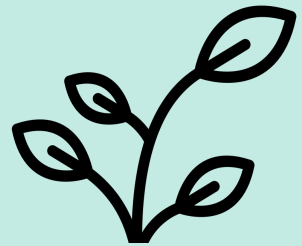
Roots



Rays

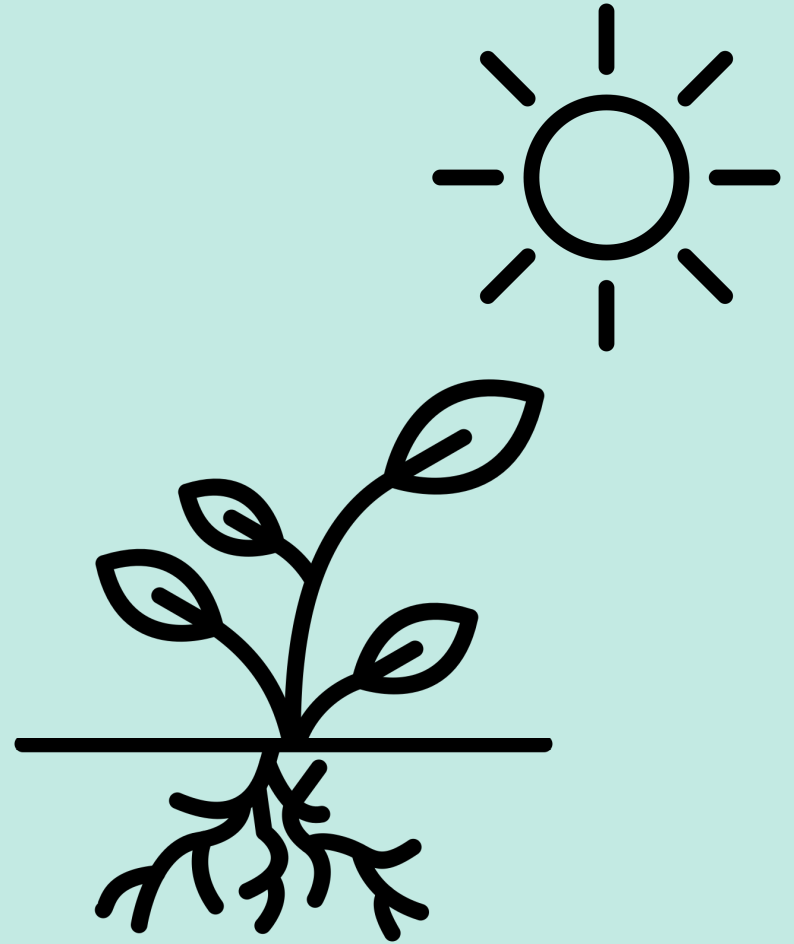


Sprouts



Sprouts

Where can you make
small changes?





**“The journey of a thousand miles
begins with one step.”**

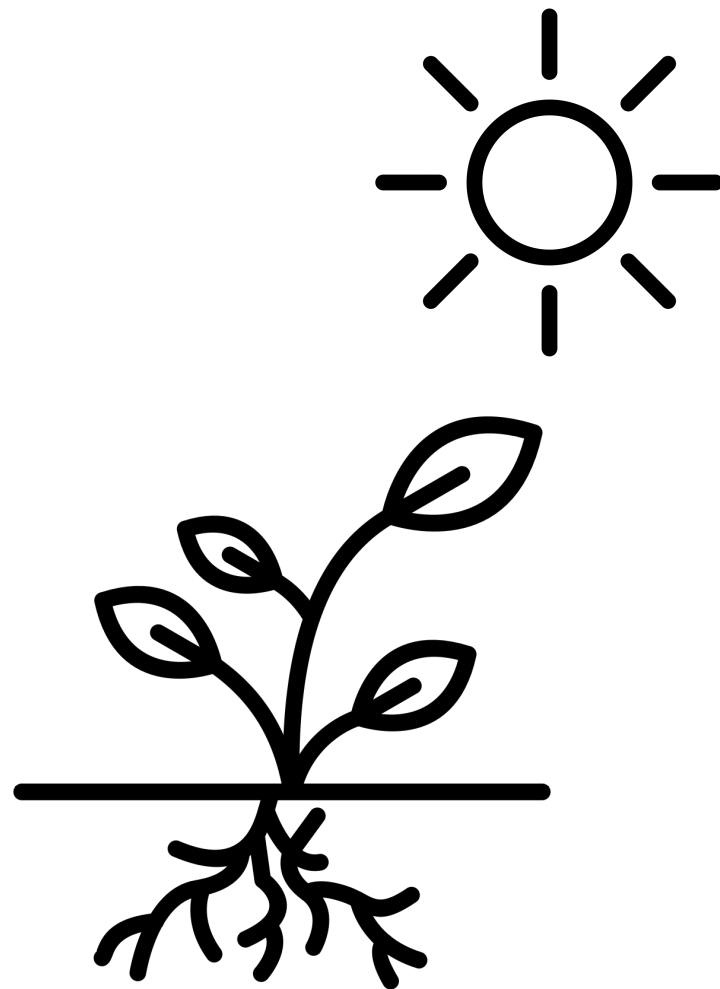
- *Lao Tzu*

Bridging the gap

How can you start closing the gap between where you are now and where you want to end up?

How can you increase your skills, knowledge, network?

How can you bolster your health, happiness, or hobbies?



Identifying Missing Skills

Not sure where your gaps are?

To identify missing skills or knowledge:

Job boards (internal and external) & LinkedIn

Career pathways & General Leveling Guide

Brand Marketing Pathway 6.2018	
fx Defines accountability for self. Helps define roadmap based on business needs. Effectively	
A	B
1	
2	Brand Marketing Pathway
3	<i>Also Review: Guide to Making it Happen</i>
4	
5	LEVEL
	3
9	OWNERSHIP <i>Takes responsibility for outcomes and doesn't make excuses</i> Deliver Impact - Focuses on delivering the largest impact. Dive Deep - Operates at all levels, stays connected to the details, audits frequently, and is skeptical when metrics and anecdote differ. Inspire - Starts with a big compelling vision and works backwards. Leverages existing practices and procedures to deliver quality work on time. Assignments require considerable judgment and initiative. Examples: <ul style="list-style-type: none">- Brings defined programs to fruition, executing on time and on budget- Asks insightful questions to progress assigned work- Meets all deadlines- Understands workflow across team and keeps team on track
10	TEAMWORK & COLLABORATION <i>Ability to work well with teams while growing and living our culture/values to achieve business objectives</i> Be a Multiplier - Recognize, develop, and coach exceptional talent Disagree & Commit - Respectfully challenge decisions when you disagree. Once a decision is determined, commit wholly Build Trust - Listen attentively, speak candidly, and treat others Builds stable working relationships within team. Actively seeks opportunities to contribute and learn and share knowledge. Examples: <ul style="list-style-type: none">- Builds strong relationships within team to deliver program on time and on budget- Collects and represents feedback accurately- Listens actively, asks appropriate questions, and follows accordingly- Effectively documents and communicates results to internal team with appropriate context

A few examples:

LinkedIn is another great resource for identifying skill gaps. For example:

If your vision includes...

Try looking for...

Becoming an entrepreneur



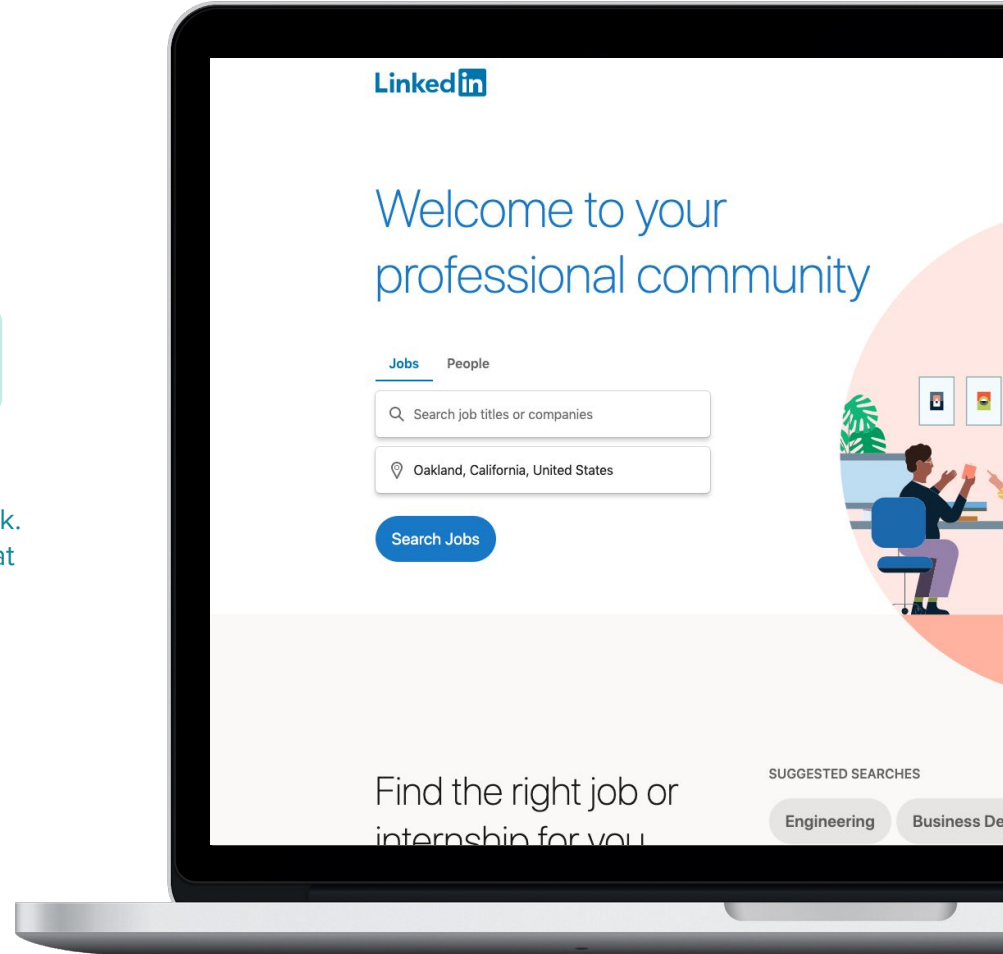
Profiles of successful entrepreneurs in your network. Use keywords to search! What skills & experiences are on their profile?

Becoming VP, Marketing of a company



The responsibilities & required experience of Senior Marketing Roles

Take it one step further & send messages to people you'd like to have an informational chat with!



Gaining Understanding through Networking

The reason we're talking about this is to continue to identify gaps. You just outlined a vision. What pieces may be missing?



Gaining Understanding through Networking

- ★ People are a valuable resource in closing these gaps. They might have connections, next steps, or expertise to share that will move you toward your vision.
- ★ Networking can feel very transactional -- but if we network to learn, not to get a job, it will feel more genuine



Examples of Networking in Action

If your vision includes...

Becoming a life coach



Here are ways you could network:

Set up a **phone calls or coffees** with people who have participated in various coaching programs, to identify which one might be the best fit for you

Moving out of San Francisco, possibly to the East Bay



Join **#east-bay on Slack** & send a message to ask about pros & cons of a specific neighborhood

Incorporating exercise into your routine 3x per week



Reach out to a friend who weight lifts to ask them how they got started

Influencers



Individual Reflection

Fill out the Influencer List exercise in your workbook.

Start with people you already know. Then, think about secondary connections, or even “dream connections”!

- *People who you admire, achieved something you aspire to, know more about an area that interests you, etc.*

Put a star next to 3 people, and focus on setting up one off meetings

(see the networking tips & templates in your workbook!)

Taking action: your “Pilot”



PEOPLE FAIL FORWARD
TO SUCCESS



Piloting

- ★ Identify a few areas where you want to increase your skills, expertise or test out a new experience — and how you can start doing this NOW.
- ★ Pilot criteria
 - Tie experiments to your vision
 - Start small (low-cost in terms of time, energy, money), i.e.
 - *Suggesting stretch projects > **NOT** waiting for a promo*
 - *Starting a side hustle like a blog or volunteering > **NOT** quitting your job*
 - *Taking a sabbatical > **NOT** moving abroad*
 - *Slowly introducing exercise > **NOT** making a resolution to go to the gym 6 days a week*



Reminder

“Small changes” aren’t always related to career skills! Here are some examples of small changes someone might make for **other parts of their vision**:

Test out a new
recipe once a
week

Go for a run
once a week

Schedule
dinner with a
friend every
week

Attend a free
art class

Read a book
about saving
money

Facetime
Mom once a
month

Pilot Brainstorming Exercise



Individual Reflection

Fill out the Pilot Brainstorming exercise in your workbook

Step 1: Start with column 1 and write out as many areas as possible!

Step 2: Then start filling out column 2 with pilot ideas

Step 3: Add due dates in column 3

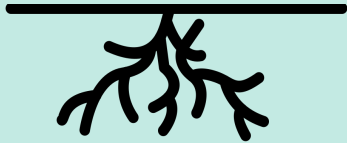
Pilot Brainstorming Exercise



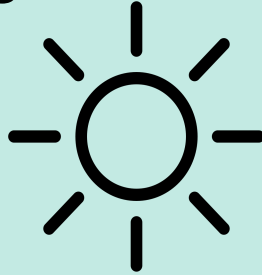
Trio Discussion

1. Share one area you want to focus on and the pilot idea you came up with.
2. Get feedback from your partner!
 - ★ Are they starting small (low-cost in terms of time, energy, money)?
 - ★ Any other ways they can take action?

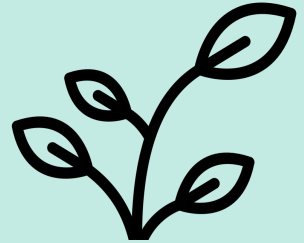
Roots



Rays



Sprouts



Choose ONE thing & commit

★ Commit to acting on one of your pilots!

- Put a **star** next to it in your brainstorming grid

★ Adding accountability

- Who in your life will you share your pilot and vision statement with?
 - You can share your plan with your manager (can include in your [IDP](#), quarterly convos with your mgr)
- Jot your commitment down in your workbook
- Add reminders of pilots to your calendar
- *Anything else?*



Additional Resources

**Links in your workbook will be emailed out to you
after the workshop*



Thank you!

Before you go:

1. TO RECORD YOUR ATTENDANCE & PROVIDE FEEDBACK, VISIT: [go/iamhere](#)
2. FOR ADDITIONAL LEARNING RESOURCES, VISIT: [go/peopledev](#)



Instructor-led Programs

[Filter by audience](#) (Everyone, Manager & Director+) and find an instructor-led program to meet your needs.



On-Demand Learning

We have on-demand resources such as video trainings, one-pagers, and Udemy! [Udemy](#) is an online learning marketplace offering over 1,500 courses taught by expert instructors.



Professional Development Reimbursement

Lyft has a professional development reimbursement budget! Head to go.lyft.com/peopledev for eligibility and guidelines.