

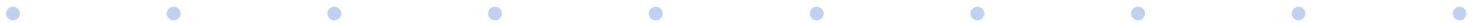
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 Washington University in St. Louis

**next move** >>>

*Re-Careering for Social Impact*

## **Strengths, Aptitudes and Talents** *Participant Exercises*



# Describe A State of Flow

- Think of a time you were involved in a project that you were highly focused?
- What were you feeling while in this active engaged state?
- How did you feel changed, empowered and strengthened by what you were doing?



# How Strengths Impact Your Flow

Choose and reflect on your top five strengths, in the four domains of strengths:

(from the Gallup StrengthsFinder Assessment)

- **EXECUTING:** Achiever, Arranger, Belief, Consistency, Deliberate, Disciplined, Focused, Responsible, Restorative
- **INFLUENCER:** Activator, Command, Communication, Competition, Maximizer, Self-Assurance, Significance, Woo (winning over others)
- **RELATIONSHIP BUILDING:** Adaptability, Connectedness, Developer, Empathy, Harmony, Includer, Individualization, Positivity, Relator
- **STRATEGIC THINKING:** Analytical, Context, Futuristic, Ideation, Input, Intellection, Lerner, Strategic



# Applying Your Strengths in Planning Your Next Move

- In self-reflecting on your strengths and domains of your strengths, how do you go about answering the following questions:
  - What drives me to some kind of action?
  - How do things get done?
  - How do I want to organize my day?
  - How do I want to interact with others?
  - How do I make decisions and approach new problems?



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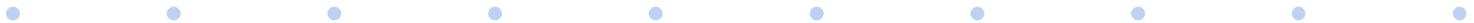
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# Shaping Your Resume and Bio

Exercises



# Streamlining Your Resume

Out with the old, in with the new by building a targeted and streamlined resume to the kind of new work or volunteer opportunity that fits your next move.

Begin with revising and reframing your experience to fit your new interests:

- Scaling down your professional work history
- Revised and highlight volunteer and community service
- Consider how professional affiliations may or may not relate
- Do former certifications and related skills pertain to your next move



# Your Bio or Introduction

In 100 words or less, describe who you are and the qualifications you bring to your next move:



# Practice and Plan Your Transition

With your next move bio, describe how you will:

- Network – LinkedIn, alumni networks (school, college, professional), community service affiliations, friends, neighbors, other resources
- Research & Prepare – Update your skills and abilities through a community college course, continuing education and other community organization programming (new networking)



# Interviewing and Negotiating Offers

Being prepared to explain why you are making a change is important. Consider and rehearse why you are making a change:

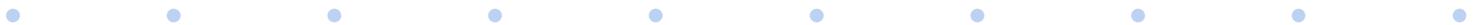
Why are you in transition?

What makes you qualified for the opportunity?

How can you make a difference?

*In addition, what are you looking for from this next move:*

What are you interested in negotiating?(Money, flexible work schedule, benefits, other)



# Self Care and Final Thoughts

- Be sure to care for yourself during this time of transition. Change can bring on added stress, be sure to get plenty of rest, eat well, exercise and consider who you need as your community of support?
- Keep a journal, write a personal blog, and be sure to document your activities so that you can track and reflect on your progress.



# Recommended Reading List

Alboher, Marci (2012). *The Encore Career Handbook: How to Make a Difference and a Living in the Second Half of Life*. NY, NY. Workman Publishing Company, Inc.

Bowles, Richard (2017). *What Color is Your Parachute*. Berkeley, CA: Ten Speed Press.

DeLuca, Matthew J. (2010) *Best Answers to the 201 Most Frequently Asked Interview Questions*. NY, NY: McGraw-Hill.

Markel, Adam (2016). *Pivot: The Art and Science in Reinventing Your Career and Life*. NY, NY. Simon & Schuster.

Rydell, Derek (2015). *Emergence: Seven Steps for Radical Life Change*. NY, NY. Simon & Schuster.

