



REFINE:
Craft Your Role and Create Network
Connections to Help You Thrive

THE IDEA

Seek Activities to Propel You into Valued Networks



Too often, people let the demands of their current role dictate what they are doing when, instead, they could create a context to thrive.

They become reactive and defined by others in ways that undermine their professional and personal success.

- You have more autonomy than you realize.
- A role transition is an ideal time to create a context to thrive.
- By investing in valued work and non-work activities, you create networks that pull you in to work that is meaningful to you.

SCULPT ACTIVITIES AND NETWORKS



Pursue work and non-work activities that will propel you into the networks that align with your aspirations.

Craft the role you are stepping into. Don't be trapped by initial assumptions or the way things were done before. Look for projects or solutions that address others' needs *and* allow you to pursue your goals, abilities and interests.

Pursue relationships and interactions that provide purpose and energy. Figure out who cares about the same things (taking action, thought leadership, co-creating, serving others, etc.) and initiate work with them. Often people with similar values and perspectives provide purpose and energy that will sustain you through difficult times and mitigate challenging relationships.

SCULPT ACTIVITIES AND NETWORKS



Invest in people and activities to remind you who you are outside of work.

- Anchor in life beyond the job through one or two non-work groups: *sports, family traditions, volunteering, academic or artistic interests, social groups, religious and spiritual practices.*
- Don't view these activities as optional or easily cancelled. These groups help you gain a broader perspective on life, build confidence, and foster physical and emotional well-being. Without non-work networks, you risk becoming uni-dimensional and reactive in your work.

TAKE ACTION

Align Aspirations with Networks



- **Clarify what is important to you.** Consider expertise you want to distinguish on professionally, values you want to live through your career, personal growth in non-work areas, and physical/mental well-being.
- **Brainstorm activities that align with aspirations and could propel you into new networks. Consider 3 categories:**
 - Activities to Deploy Expertise You Want to be Known For
 - Activities to Gain Purpose and Energy
 - Activities to Gain Perspective