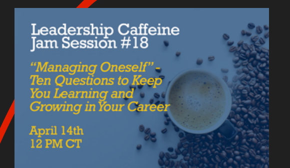
Welcome to the Leadership Caffeine Jam Session!



Today's focus is on you, your growth, and your success & health in your career!

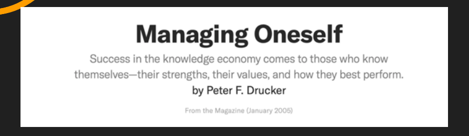
⭐ The most successful people I work with are driven to strengthen and leverage their superpowers and align their value systems and life priorities with their career endeavors. They do this by asking and answering the hard questions about themselves!

New to the Jam Session Format?

- Use Chat...Reply to Everyone
  - Share your wisdom.
  - Look for the Question Mark prompt
  - ⭐ Look for the Assess Star (action for you)
- Video, Mind Map, Anonymous Chat Thread to Be Shared Sunday Night
  - Questions for Art: art@artpetty.com

Today's Challenge: Stress Test 10 Critical Career Questions

- The Backstory...an article I re-read 2x per year...5 Questions
  - I've added five of mine
- We're going to parse his questions and identify how they apply to helping us succeed in our careers.
  - Create a Personal-Professional Development System



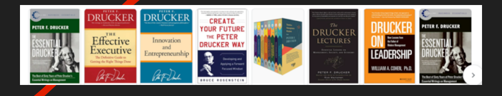
Managing Oneself

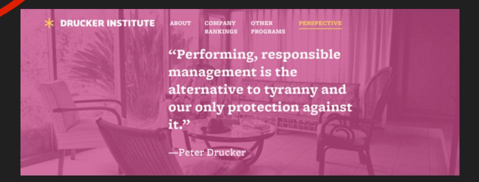
Success in the knowledge economy comes to those who know themselves—their strengths, their values, and how they best perform.

by Peter F. Drucker

From the Magazine (January 2005)

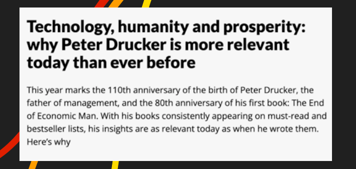
Peter Drucker?





- Have you read Drucker? Favorite?

Pre-eminent late 20th Century Management Thinker (died in 2005)



Technology, humanity and prosperity: why Peter Drucker is more relevant today than ever before

This year marks the 110th anniversary of the birth of Peter Drucker, the father of management, and the 80th anniversary of his first book: The End of Economic Man. With his books consistently appearing on must-read and bestseller lists, his insights are as relevant today as when he wrote them. Here's why

- https://www.thepeoplespace.com/ideas/articles/technology-humanity-and-prosperity-why-peter-drucker-more-relevant-today-ever
- He was the first management thinker who emphasised more on character rather than charisma.
  - He was the first to treat employees as an asset, not an expense.
  - Peter Drucker was the first management thinker who saw the invisible.
- Just a few Drucker quotes I like:
  - "So much of what we call management consists in making it difficult for people to work."
  - On pursuit of precision in future planning: "Trying to predict the future is like trying to drive down a country road at night with no lights while looking out the back window."
  - ⭐ "The best way to predict your future is to create it."
  - "When a subject becomes totally obsolete we make it a required course."

Drucker's Perspective on Our Careers

- A long working career demands ownership:
  - "Now, most of us, even those of us with modest endowments, will have to learn to manage ourselves. We will have to learn to develop ourselves. We will have to place ourselves where we can make the greatest contribution. And we will have to stay mentally alert and engaged during a 50-year working life, which means knowing how and when to change the work we do."
- We have to manage for the second half:
  - "People who manage the second half of their lives may always be a minority. The majority may "retire on the job" and count the years until their actual retirement"
  - "There is one prerequisite for managing the second half of your life: You must begin long before you enter it."
  - "There is another reason to develop a second major interest, and to develop it early. No one can expect to live very long without experiencing a serious setback in his or her life or work."

Drucker's Five Questions for Us in Our Careers

1. What are my strengths?
2. How do I perform?
3. What are my values?
4. Where do I belong?
5. What should I contribute?

Instead of resolutions, I use these questions and five others as a health check on my career.

1 What are my strengths?

- THINK ABOUT IT:
  - "We all have a vast number of areas in which we have no talent or skill and little chance of becoming even mediocre. In those areas a knowledge workers should not take on work, jobs and assignments. It takes far more energy to improve from incompetence to mediocrity than it takes to improve from first-rate performance to excellence." — Peter Drucker
- How well do you know what others view as your strengths?
  - According to Drucker:
    - "Most people think they know what they are good at. They are usually wrong. More often, people know what they are not good at—and even then more people are wrong than right. And yet, a person can perform only from strength. One cannot build performance on weaknesses, let alone on something one cannot do at all."
- Let's help each other. What are the best ways to gain MEANINGFUL, QUALITY context on your strengths?
  - ⭐ Recruit One or More Swim Buddies
    - How to find and develop a swim buddy relationship that works: drop me an e-mail: art@artpetty.com
  - Use Journaling
  - Reflected Best Self Exercise
  - Superpowers Exercise
  - Boss/Peer/Employee Feedback: MEH
    - What do you think? Is the feedback you gain in the normal course of your work clear, meaningful, and actionable enough to use in designing your career steps?

2 How do I perform?

- Translation: How do I learn? What situations am I at my best?
- How do you learn?
  - ⭐ Assess: What's your true learning style? How can you gain access to more situations that feed this?
  - Are you a Writer? Reader? Listener? Talker?
    - ⭐ Assess: What's your strategy to place yourself in your ideal learning situations more frequently?
- Are you at your best...
  - As a loner? As part of a group?
  - As a Decision Maker or Advisor?
  - In the middle of chaos or in a sea of calm?
  - ⭐ Assess: How can you ensure you end up in your ideal situation for performance more frequently?

3 What are my values?

- "What kind of person do I want to see in the mirror in the morning?"
- Have you ever experienced a situation where your values were in conflict with your role/organization? How did that affect you? Your performance?
  - The sales rep. The executive. The product manager...
- Group Jam: What's an exercise we can use to identify our personal values?

4 Where do I belong?

- An exercise in design thinking about you.
  - ⭐ ASSESS: Am I in a place doing work I care about for people I value, leveraging my superpowers?
- Sidebar: The number one reason individuals come to my Career Reinvent programs:
  - "I know I want to do something different, I' m just not sure what that is."

The Six Stages of the Career Reinvent Framework

1. Determination
2. Self-Discovery
3. Exploration
   - Divergent Thinking
   - Convergent Thinking Using Life Stage Filters
4. Experimentation
5. Preparation
6. Go!

- Life stage filters: what are the criteria critical to you at this stage of your life?
  - One person's list:
    - I have the skills.
    - I can acquire the skills.
    - I am interested in this idea.
    - Leverages my superpowers.
    - Fits my sense of purpose at this stage of my life.
    - Fits my need for learning, growth, and challenge
    - There is a viable market for this idea (there's an audience that will pay me)
    - Short-term income potential meets my needs.
    - Opportunity for long-term income growth/wealth creation meets my needs.
    - Offers the work-life balance I seek at this stage of my life.
    - Fits my risk profile at this stage of my life.
    - Places me around people I'm interested in working with/for
  - ⭐ ASSESS: What are your life priorities NOW? Are you in the right place or is it time for a shift?
  - Explore: What roles better fit with your life priorities?

5 What should I contribute?

- "Given my strengths, my way of performing, and my values, how can I make the greatest contribution to what needs to be done?"
- What's your sense of purpose?
  - (We covered this in our last Jam Session)
  - What's the most valuable contribution you can make to your team/organization? Or to people you care about outside of your organization!

Art's Additional Five (compound) Career Check Questions:

6. Specifically, what's my strategy for LEARNING?
   - What's your approach?
7. What evidence do I have that I'm striving to THINK DIFFERENTLY and not become a victim of my history? How can I stimulate THINKING DIFFERENTLY?
   - How can we do more of this?
   - Loom at your perspective...and the others... and make the case for their ideas
   - Use framing:
     - Beginner's Mind Thinking!!!
     - Stimulate curiosity
8. Am I embracing or resisting CHANGE? What evidence do I have? How can I do better?
   - How can you run to change? Better yet, how can you create change?
9. How am I AFFECTING OTHERS? How can I better match my goal to impact people in a certain way with my behaviors?
   - How do you know?
10. How am I doing? How am I truly measuring my progress?
    - What's your system for measuring you?
    - Marshall Goldsmith... Questions approach: create the top 5 or 6 questions that are important to you
    - Create a spreadsheet... answer them daily/weekly...
    - Goals
      - SMART
      - SLIM
        - Specific
        - Learning focused
        - Impactful
        - Meaningful

Tying Things Together

- Active ownership of our careers is an imperative in this world.
- You have to know "you" to place yourself in situations to succeed.
- Things happen. What's your plan?
- You change: what' s your plan?
- We all need a system for managing ourselves in our careers. You can start with Drucker's 5 Questions and my 5 Add-ons and innovate from there.

Next session:

Upcoming Program

- 4/26, 5/3, 5/10, 5/17 from noon to 3 central