



Coaching Tools: What Do You Want To Be When You Grow Up?

This self-assessment exercise can help you explore a new career direction, reinforce your existing career path, or simply move forward. Take your time as you work through these questions.

What parts of your job/work are enjoyable?

When in your work are you most effective? What are you doing when you are recognized for being exceptional?

What do others emphasize about you and your work? What are you best known for? How do you exceed expectations?



ayanna e jackson

CAREER COACH

What part of your work is “easy” for you? What part of it is almost effortless for you?

Which tasks do you find yourself so engrossed in that time almost seems to disappear?

What gives you energy? What excites you?

What makes you eager to get up and come to work? Or what would make you eager to get to work each day?



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Which parts of your experiences should you emphasize, and what expertise is most relevant?

With the answers to the previous questions in mind, what theme emerges?

When you were a kid, what did you want to be when you grew up?



ayanna e jackson

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If I could wave a magic wand over you, what would you want to be different in your current job?

What do you want to be doing five years from now?

What do you need to do to get from where you are now (“here”) to where you want to be (“then”)? Outline the steps.



ayanna e jackson
CAREER COACH

What is the first or next thing you need to do?

Whose help do you need to enlist to get from “here” to “there”?