



To Re-dedicate or Re-launch?

You could benefit from a deep-dive into the exploration of the **two different career strategies: re-dedicating and re-launching**.

Re-dedicating is ideal if the analysis of your current situation reveals it satisfies hygiene factors for you, and also maximises motivating factors. When you're re-dedicating you want to look for ways to enhance those motivating factors, like opportunities for growth, work that provides a challenge and gives you responsibility.

ACTION STEPS

1. **How could you re-dedicate yourself to your current position/career path?**

2. **Would it satisfy your hygiene and motivating factors? Why/why not?**



Re-launching is ideal if you have realised your current or most recent job is unfulfilling in several aspects. Perhaps you've gained clarity and can point to particular factors of why it isn't a good fit for you, and how it isn't satisfying the SLIMPACT™ model. It provides some guidance for what to seek out from here. For instance, you may have realised you love the industry but the type of work doesn't allow for development. Or, there is a small part of the job you find intensely satisfying, so you decide to explore other positions where this plays a more dominant role.

ACTION STEPS

1. How could you re-launch your career?

2. Is this a better way to satisfy your hygiene and motivating factors? Why/why not?

Following the action steps and looking at your options through a lens of self-awareness will make it easier.

There are some simple but highly-effective strategies to test out the options you're considering before you commit. But first, there's something else I want to draw your attention to: **just how well-planned out should your career be?**



Clayton Christensen suggests **two approaches to a career that should play a role at different times in your life. Those are deliberate and emergent strategies.**

- A **deliberate strategy** is ideal if you are clear on which outlet satisfies your hygiene and motivating factors, and can safely pursue it.
- An **emergent strategy** can be exciting, helping you discover new pathways for your life that you'd never anticipated - and learning much about yourself in the process.

Remember that even if you have a deliberate strategy and it works for a time, you will likely go through cycles of deliberate and emergent strategies throughout your life.

ACTION STEPS

- 1. Do you see a deliberate strategy working for you right now? Why/why not?**

- 2. Do you see an emergent strategy working for you right now? Why/why not?**
