



SYMPATICO LEADERSHIP REPORT

Job, Career or a Calling?

How you can manage your career to combine success and lasting satisfaction

You step out of bed and into your business attire. You merge from home into the fast lane and arrive at your office. As you begin your day, cuppa in hand, you look around at the work that lies before you and at the paperwork requiring your signature. Signs of your successful ascent are all around you. Your desk, your workplace and the work you do are all indicators of your diligent efforts and excellent results. But you also find yourself wondering whether you are on occupational autopilot or if there is a way to choose a path that provides both rewarding work and financial gain. This curiosity indicates a readiness to step out of your occupation and into your vocation.

The word "vocation" is derived from Latin "vocatio," which refers to the action of calling or being called to something. While vocation is rarely mentioned in a business context, examining career in terms of "calling" means that the path toward lasting career fulfillment is linked to listening and responding to your innate aptitudes, interests, and capacities. By looking inward toward your own interests and exploring those things that inspire and motivate you, you can make your employment an expression of your personal mission rather than purely for financial gain. In this way you will choose a path that sustains your energy and passions as they evolve. In turn, you will be offering your unique abilities and talents to benefit others.

The most inspiring leaders are those whose personal mission transcends personal gain in favour of the development of others toward a unified aim. Inspiring leaders also offer inspiring messages. They communicate their vision clearly which encourages others toward the common goal.



As a member of today's workforce, you recognise that you have more career choice than at any time in history, but you also face greater threats to long-term employment than ever before. To maintain a competitive edge in the global marketplace, you must direct your own career. Ideas about careers have changed significantly in recent years. The new thinking suggests that 21st

century employment will consist of a series of jobs rather than a single career path. Recent years have highlighted the need for establishing the equilibrium between the demands of work and desires of lifestyle. The future also suggests that we must begin to examine ways to manage our careers across multiple decades in which those personal and financial needs will evolve considerably.

Harvard Business School psychologists Timothy Butler and James Waldroop suggest that one key to sustainable employment is to examine your interests and connect them with business activities. The things that hold your interest and are also likely to be tied to your lasting job satisfaction. The choice of vocation requires us to discern our skills and talents and where they are best placed in terms of work. In other words, are you in your job because of natural job progression or have you made inspired decisions and developed your capacity to fit your interests and talents?

Leading Questions



At Sympatico, we support clients in clarifying and communicating their vision for lasting career fulfillment by guiding them toward answers to questions, such as:

1. **What are your deep interests?**
2. **How do you express your interests?**
3. **What energises you?**
4. **How did you get where you are now?**
5. **Who has inspired you and how did they do it?**
6. **How will you communicate your career mission to inspire others?**
7. **What are you doing to plan your next step?**

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