



Your Map, Not Theirs

A Comprehensive Guide to Intentional Career Transitions

Framework Overview:

1. Processing the Change: Acknowledging and working through emotions
2. Reclaiming Your Strength: Identifying and owning your capabilities
3. Redefining What's Next: Creating an intentional path forward
4. Building Your Support System: Developing your network of support

Key Principles:

- **Intention Over Speed:** Your journey deserves thoughtful consideration.
- **Both/And Thinking:** You can honour what was while building what's next.
- **Progress Over Perfection:** Small steps lead to significant changes. →
- Community Over Isolation:** Career transitions are better with support.

How to use this guide:

- **Start With Understanding:** Read through all components to understand the full picture. Notice which access gaps resonate most with your current situation. → **Choose Your Entry Point:** Select ONE area where you feel the biggest resource gap. Begin with small, strategic asks and trust your instincts about what you need most. → **Implement With Intention:** Move at a sustainable pace. Adjust your approach based on what works in your specific context.
- **Track Your Progress:** Document both successes and challenges. Celebrate when you secure new resources or support.

*Remember: This framework is a starting point, not a rigid system.
Take what resonates, modify what doesn't, and create your own unique rhythm.*



Part 1: Processing The Change

★ **Key Questions:** What are you grieving? What did this job, role, or season mean to you? What feels tender or unfinished?

Strategy 1: Emotional Inventory

Why it's important: Recognizing and naming your emotions helps you process them more effectively and prevents unresolved feelings from hindering your progress.

- List all emotions you're experiencing
- Identify triggers for each emotion
- Explore the underlying needs behind each feeling

Strategy 2: Emotional Inventory

Why it's important: Acknowledging your past experiences and contributions validates your professional identity beyond your former role.

- Write a letter to your past self
- Create a highlight reel of your achievements
- Identify lessons learned and growth experienced

Strategy 3: Emotional Inventory

Why it's important: Symbolic actions can help you mentally and emotionally transition from your previous role to your next chapter.

- Plan a "farewell" ceremony for your old role
- Declutter your workspace of old job-related items
- Create a time capsule of meaningful work memories



Part 2: Reclaiming Your Strength

★ **Key Questions:** What's still true about you? What were you the go-to person for? What strength do you still feel after that title change?

Strategy 1: Skills Inventory

Why it's important: Recognizing your enduring skills boosts your confidence and helps you identify transferable abilities for your next role.

- List technical skills you've mastered
- Identify soft skills you've developed
- Reflect on problem-solving approaches you excel at

Strategy 2: Impact Reflection

Why it's important: Remembering your past successes reinforces your value and helps you articulate your strengths to potential employers or clients.

- Recall projects where you made a significant difference
- List people you've mentored or supported
- Identify processes you've improved or created

Strategy 3: Strength Storytelling

Why it's important: Crafting narratives around your strengths helps you internalize your value and communicate it effectively to others.

- Write "success stories" highlighting your key strengths
- Practice explaining your unique value proposition
- Create a "brag sheet" of your top accomplishments



Part 3: Redefining What's Next

★ **Key Questions:** What do you actually want now? What are you craving more (or less) of in your next chapter?

Strategy 1: Values Clarification

Why it's important: Aligning your next steps with your core values ensures more fulfilling and sustainable career choices.

- Identify your top 5 personal and professional values
- Reflect on times when you felt most aligned with your values
- Consider how your values have evolved over time

Strategy 2: Vision Boarding

Why it's important: Visualizing your desired future helps make it more tangible and guides your decision-making process.

- Create a physical or digital vision board for your ideal next chapter
- Write a "day in the life" description of your dream role
- Identify potential obstacles and strategies to overcome them

Strategy 3: Strength Storytelling

Why it's important: Taking small, low-risk actions allows you to explore possibilities and gather real-world data about what you want.

- Conduct informational interviews in fields of interest
- Volunteer or freelance in areas you're curious about
- Take a class or workshop to explore new skills



Part 4: Building your Support System

★ **Key Questions:** Who can support your journey? How can you build meaningful connections during this transition?

Strategy 1: Community Mapping

Why it's important: Identifying and activating your support network provides emotional

backing and practical resources for your transition.

- Map out your existing professional connections
- Identify gaps in your support system
- Create an outreach plan for building new relationships

Strategy 2: Strategic Networking

Why it's important: Building intentional connections helps you gather insights, find opportunities, and create a sustainable support structure.

- Schedule regular coffee chats with industry contacts
- Join professional groups or communities
- Create accountability partnerships with peers

Strategy 3: Resource Building

Why it's important: Developing a robust support system ensures you have the tools and guidance needed for long-term success.

- Build a personal board of advisors
- Identify mentorship opportunities
- Create a resource library for your journey



Signs You're On Track

- You're clearer about what you actually need
- You're making strategic asks instead of apologizing
- Your confidence is based on reality, not wishful thinking
- You're building effective support systems
- You're seeing incremental improvements in resource access

When To Adjust Your Framework

- Your asks aren't getting traction
- You're still feeling overwhelmed despite changes
- Support systems aren't providing what you need
- You're facing new or different resource gaps

→ Your role or responsibilities have shifted

Key Reminders

Reminder #1: Grief is part of growth

You're not "too emotional." You're human. That means your loss deserves space.

Reminder #2: Your skills didn't vanish

Your title changed — not your capabilities. The things that made you great are still yours.

Reminder #3: You get to define what's next

You don't need to know the destination to start moving with intention.

Bonus: Quick-Start Actions

- Update your LinkedIn profile to reflect your current transition journey
- Schedule a coffee chat with someone whose career path inspires you •
- Start a daily gratitude practice focused on your professional strengths •
- Join an online community or support group for career transitioners

Remember: This is your map to draw. Take what serves you, leave what doesn't fit, and add what you need. Your next chapter is waiting to be written.