



# Stuck, Spinning, or Starting Over?

A coach-style reflection guide for HR Pros navigating misalignment, job shifts, or reinvention.

## Framework Overview:

1. Name Your State
2. Diagnose The Disconnect
3. Reconnect With What You Need
4. Choose Your Next Step

## 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: Name Your State

Before any reinvention, you need to name where you are. No judgment, just honesty.

★ **Why it matters:** When you cannot name a feeling, you cannot change it.

Check in questions:

- Do I feel stuck, like no matter what I do, I remain in the same spot?
- Do I feel like I am spinning, busy but unclear?
- Do I feel like I have let something go and now don't know what's next?
- Which parts of my work drain me?
- Where am I going through the motions?

**Action Step:** Take ten minutes to write your answers. Be as honest as possible. You can't move forward without understanding where you are.

## Part 2: Diagnose The Disconnect

Before you can realign, you need to understand what's pulling you off course. That misalignment might be showing up as burnout, but the source could be deeper.

★ **Why it matters:** Misalignment can look like burnout, but solving the wrong problem keeps you stuck. Understanding what's really behind your discomfort helps you focus your energy in the right direction.

Reflection prompts:

- What parts of my environment or culture frustrate me the most?
- Have my values shifted—or has the organisation changed?
- Which responsibilities no longer feel like a fit?
- What parts of my day drain me consistently?

**Action Step:** Create a list of friction points. Then identify which ones are about systems and which ones are about personal energy. You'll often find both.



### **Part 3: Reconnect With What You Need**

After identifying what's not working, it's time to focus on what does. Reconnecting with your energy and values will help you build a clearer path forward.

★ **Why it's important:** When you clarify your values, energy patterns, and strengths, it becomes easier to identify what to say yes to. Realignment starts with self-awareness.

#### **Exercise 1: Values Check**

- List your top five values.
- Rate how present each one is in your current role from 1 to 5.
- Note where the gaps are.

#### **Exercise 2: Energy Tracker**

- For one week, track your energy at three points daily.
- Use a 1 to 5 scale and jot down what you were doing.

#### **Exercise 3: Proud Moments**

- Think back to a time you felt proud at work.
- What were you doing?
- What made it meaningful?

**Action Step:** *Pull it all together. Write down what you want more of, what you want less of, and where you feel most like yourself.*



## Part 4: Choose Your Next Step

You don't need to overhaul your life to get unstuck. Sometimes a small shift is all it takes.

★ **Why it matters:** Small, intentional actions create momentum. Clarity grows through movement, not perfection.

Plan Template:

- **One small shift:** What can you change this week to feel more in control?
- **Conversation:** Who can you talk to for a different perspective?
- **Letting go:** What habit or responsibility no longer serves you?
- **Intention:** What would you like to say yes to more often?

**Action Step:** *Complete this template and block time to follow through. It's a signal to yourself that you are ready for something different.*

## 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: Reflection is a tool, not a trap**

Spending time thinking about your next step is part of the process, not a delay. Trust that insight grows in the pause.

### **Reminder #2: Clarity often comes after action**

You don't need the full picture to move forward. Start with what you know, and the rest will unfold.

### **Reminder #3: You are allowed to change your mind**

What felt right yesterday may not fit today. Realignment is not failure—it's evolution.

## Bonus: Quick-Start Actions

If you're looking for small ways to create momentum, try one of these actions this week:

- Refresh your LinkedIn profile to reflect where you're headed, not just where you've been
- Reach out to someone whose journey inspires you and invite them for a 20-minute coffee chat
- Start a short daily practice to track one professional win or strength you used
- Join a career-focused community or support space that aligns with your current season

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