

## **Career Rx**

By [Lisa Chenofsky Singer](#)

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### **Deciding What is Right For You**

Have you ever felt like your current job is not allowing you to live up to your potential? Do you feel like you have a lot more to offer but the reality of your daily experience is limited to making a small and relatively unimportant contribution to the organization? Do you feel like you are drifting along without a strong direction? Do you see others making changes of attaining milestones that make you question your situation? These are not uncommon feelings in the present economic environment. As companies downsize, they attempt to save the core of their workers. This often means reducing cost by curtailing support roles. This can leave those who remain with substantially changed responsibilities. In some cases, executive leaders are being asked to perform a substantial amount of work that they are not used to. Staff employees are finding that their job responsibilities have expanded to include more of the work that was previously completed by their peers.

When I work with clients facing these challenges, I listen to their inner voice. I listen for their emotions and try to determine how motivated they are to make a change. Are they just releasing frustrations? Are the issues that they are facing just a temporary situation? Is there something deeper that is triggering their reaction? I listen for understanding of what they believe they are capable of. I listen empathetically. I listen to the sense of comfort or fear in their voice and by their body language or non-verbal communication cues.

*"Career success is derived in large measure from the ability to skillfully listen to others' feelings."*

*Daniel Goleman, author of Emotional Intelligence*

As we take the fight or flight approach to life choices, what keeps us on track? What causes us to derail? Our emotions are strong drivers for some while for others, logic rules. As much as certain traits can be seen as strengths, there are times when we overcompensate and the strength turns into an obstacle. When we recognize that the behavior stems from within ourselves, are we ready to acknowledge the need to change? How motivated are we to self correct? In this tight job market, many of us have held on longer than we might have in the past. When our values do not align with the organization we are working in, how long do we hold on before separation is inevitable?

*"Getting fired is nature's way to telling you that you had the wrong job in the first place."*

*Hal Lancaster, Wall Street Journal*

When you first accept a job, do you follow your instinct on whether it feels right? Do you listen to your inner voice? Sometimes we are so engaged in a process that we do not tune into our own feelings. So what the definition of success? Is it bottom line driven? Is it value driven? Are these mutually exclusive?

The term that comes to mind when you are in a state of professional limbo is "temporize". We pass time temporarily while we regain our footing. At first, we may be indecisive or paralyzed in our actions. This may serve us well in order to gain time or delay decisions while we gather additional information. Some of us will discuss the situation with friends and family to help guide us. When we turn to family and friends, do we want them to tell us what to do, or do we just need to hear ourselves think out loud? Other times, we engage in discussions or negotiations and eventually come to terms with the situation.

*"For many people a job is more than an income – it's an important part of who we are. So a career transition of any sort is one of the most unsettling experiences you can face in your life."*

*Paul Clitheroe*

There is an ancient saying, "may you live through interesting times". Today's job market is certainly interesting. Sometimes the most difficult times are the most interesting and the most rewarding times as well. When we are challenged or tested, it can bring out the best in some of us and the worst in others. Only you can decide if a situation is right for you.

*"Learning how to bring out the best in ourselves and others creates a ripple effect which can lead to amazing and significant changes."*

*Judy Rosemarin, Executive and Career Coach*

Charles Darwin taught that in order to be successful, you must find an environment that is best suited to your needs, adapt the environment and then adapt yourself. This is a good philosophy to apply to one's career. If you truly are in the wrong environment, your chances of success are limited. Keep in mind that rarely is a situation ever going to be perfect and adaptation will most always be required.

When you begin to review where you are, you may want to work with a Career Coach to help you determine your next steps. Now may be the time to change direction and live your talent.

*"Choose a job you love, and you will never have to work a day in your life."*

*Confucius*

*Lisa Chenofsky Singer is the Managing Director of Chenofsky Singer and Associates LLC [www.ChenofskySinger.com](http://www.ChenofskySinger.com), providing Executive and Career Coaching and Human Resources Consulting.*

*Lisa's extensive human resources and coaching experience with Fortune 500 companies, small enterprises, medium-sized firms, and non-profit organizations gives her the unique ability to bring together wide-ranging perspectives on career transitions, executive and leadership development. She has consulted with a wide variety of sectors — consumer goods, financial services, healthcare, media and entertainment, pharmaceutical and life sciences, publishing, professional services, technology, and non-profit. Lisa has a passion for motivational speaking, conducts career forums, and provides executive and career coaching.*

*Lisa's greatest strength is that she enables individuals and organizations to see themselves in new ways, freeing them to achieve their goals. Lisa can be reached at [Lisa@ChenofskySinger.com](mailto:Lisa@ChenofskySinger.com).*