

Don't Follow Like a Sheep

Find Your Own Career Direction



An Intuitive Method to
Discover and Rank
Career Options

ELIE KLACHKIN

An Intuitive Method to Discover and Rank Career Options

Simple - Specific - Effective
Guide to Identify Career Direction

Elie Klachkin

An Intuitive Method to Discover and Rank Career Options



JOREL Foundation

184 South Livingston Avenue, S9181

Livingston, New Jersey 07039, USA

Tel: 973.432.0528

Email: jorelfoundation@gmail.com

ISBN: 978-1-4951-5947-3 (digital)

ISBN: 978-1-5323-0869-7 (soft cover)

Copyright © 2015 Elie Klachkin

All rights reserved. No part of this book may be reproduced by any mechanical, photographic or electronic process or in the form of phonographic recording; nor may it be stored in a retrieval system, transmitted, or otherwise be copied for public or private use without prior written permission of the author.

The book does not dispense any medical advice or prescribe the use of any technique as a form of treatment for any physical, emotional, or medical problems without the advice of a medical professional, either directly or indirectly. The intent of the author is only to offer information of a general nature to help you in your quest for emotional and spiritual wellbeing. In the event you use any of the information in this book for yourself, which is your constitutional right, the author and the publisher assume no responsibility for your actions.

First Edition February 2015

Printed in the United States of America

Dedicated with loving memories to my dear sister Nina



When making a decision of minor importance, I have always found it advantageous to consider all the pros and cons. In vital matters, however, such as the choice of a mate or a profession, the decision should come from the unconscious, from somewhere within ourselves. In the important decisions of personal life, we should be governed, I think, by the deep inner needs of our nature.

- SIGMUND FREUD

Contents

1. INTRODUCTION.....	6
2. THE IMPORTANCE OF SELF REALIZATION	8
3. KEY PREMISE.....	9
4. DISCOVERY	10
5. VALIDATION	15
6. RANKING AND CALCULATING	16
7. RESULTS.....	18
8. HOW TO GET RID OF NEGATIVITY AND FEARS.....	19
9. CHOOSING A POPULAR CAREER	21
10. THE KEY TO ACHIEVING JOB SECURITY	22
11. YOUR SUPPORT SYSTEM	23
12. POSITIVE MINDSET	24

1. INTRODUCTION

During most of my adult life, I was in the process of searching to find a fulfilling career. Having started as an engineer, I did fine but it was one of those things where you do it just to get by. For years I thought that I had plenty of time to change direction. The sun would shine tomorrow and with it the new ideas and opportunities would rise on the horizon. Don't worry, I said to myself, you have time. But, to no one's surprise, this strategy was a total waste of time. Days became months, and then months became years... Like a hamster in the spinning wheel, I was dreaming of a better tomorrow, and yet, staying put in the deflating present.

At some point I knew I had to make a decision. I left engineering and, based on what logically made sense, I got into technical sales, and consulting, and finally landed on recruiting. Shortly after transitioning into it, I realized that I made a mistake. Yes, it paid the bills, but I struggled. I loved connecting and exploring job options with candidates but hated the unpredictable nature of being totally dependent on so many variables associated with working for the corporate world.

Time went by and, many years later, as my three children grew and were making their way in the world, I decided that the time had come to leave recruiting. Feeling totally burned out, I needed to do it for my well-being. I remember saying to myself: This time you need to find a way to know for sure what you are going to do next. This is your last chance to change careers so make it count. After changing careers four times, I needed a reliable tool to show me the way.

These exact thoughts let me to develop my method. By the way, I did take a few of the online vocational assessment tests, but the results were not specific and not prioritized, and what bothered me the most was the fact that I had no idea how they arrived at them. It was very difficult for me to accept results without knowing how they were developed. At this crossroads of my life, I needed to have a complete clarity about the results, and therefore decided to develop my own system. This way I would only have myself to blame. No, I'm not a social scientist nor a statistician nor a therapist. Just an ordinary guy who found himself in a desperate need for a convincing solution to find a peace of mind.

You may ask: Why should I follow your method? That's a fair question and here is my honest answer. The reason you should consider it is due to the fact that it is not based on any statistical analysis or some kind of algorithm that was developed to benchmark your results to those of other individuals. My approach is based on my life experience and my intuition. When I'm asked about accuracy, my answer is: The proof is in the pudding. If you are willing to be fully open-

An Intuitive Method to Discover and Rank Career Options

mindful and follow the steps without skipping any detail, it will take you where you are supposed to go. It did so for me just like for many others. Moreover, you will instantly know and feel if it's accurate or not. The guiding strategy in developing this process was based on my favorite slogan: "Keep it simple."

2. THE IMPORTANCE OF SELF REALIZATION

Since you decided to invest in this workbook, you are a part of the minority that realizes the importance of finding and achieving fulfillment of your natural talents in the workplace. You don't want to be a part of the 80% who get up in the morning dreading the day ahead, get stressed, eat too much, get wide, and live an unhappy and unhealthy life. The innocent you who came into this world with a big smile on your face, deserves much more than just a job that pays the bills. Is what living has to offer sums up in having a chair to spend a 9 to 5 life sentence in, wondering: Why am I wasting my life away?

Rabbi Nachman from Breslov (a much acknowledged Jewish spiritual leader) once said that a person arrives on earth by choice, equipped with all one needs to have a successful life, and exclusively controls destiny by the choices s/he makes. Your mission (which you accepted upon arriving into this world) is to think fearlessly, make the right and brave decisions, and work hard to achieve your goals. It all starts with our thoughts, which become actions, and actions become reality with consequences, for better or worse.

One note to my fellow baby boomers: It's never too late to reinvent yourself. Yours truly is in his late 50s and on my fifth career and, finally, having the time of my life. One would say: "If only you knew then what you know now." Yes, but I have no regrets, none. I'm truly very grateful that I found my calling before it was too late and I will enjoy perfecting it for many years to come. Yes, finding it sooner would have been great, but it is what it is. I'm happy with what's here and now.

Albert Einstein once said: "It's not that I'm smarter than others, it's just that I stay with the issue long enough to come up with a solution." Don't delay starting the process, don't give up, stay the course, and live a happier and healthier life. Can you think of any other issue that will impact your life and those around you more than the career choices you make?

Can you imagine a world where everyone is doing what they are best at doing? Wouldn't that make us one happy village?

3. KEY PREMISE

My approach is based on a key premise that everything you need to figure out what is your career calling – is in you. You don't need family members, therapists, coaches, friends, colleagues, or neighbors to tell you who you are and what you stand for. The biggest problem is that most of us are imprisoned by our negative conditioning, by our fears. Yes, **THE FEAR OF FAILURE IS THE BIGGEST DREAM KILLER** there is.

Those fictional stories we tell ourselves, called “fears of what if...” keep us from soaring to the next level and reaching our full potential. Have the courage to let go of those imaginary thoughts. Have the confidence to love and respect yourself, and openly listen to the voice within.

Some time ago, when I was going through a rough patch, I went to see a therapist and we got talking about intuition and why it's important to not ignore it. His take was that the intuition is nothing less than a heavenly spark. He believes that when we are created, G_d installs a piece of himself in our soul, a glowing spark. A microchip with your characteristics and talents burned on it. If you want to achieve a successful life, it's your responsibility to connect and listen to the announced instructions, expressed as your “gut feelings.” Yes, those very feelings we get from time to time, and unfortunately, often overrule.

Did you know that scientists have confirmed that we have a brain not only in our heads, but also in our hearts and guts? Be open-minded to deliberate with your heart and gut. Ask your question and go with the very first thing that comes to mind. Since it comes and goes at the speed of light, please pay attention.

Quoting Sigmund Freud: “When making a decision of minor importance, I have always found it advantageous to consider all the pros and cons. In vital matters, however, such as the choice of a mate or a profession, the decision should come from the unconscious, from somewhere within ourselves. In the important decisions of personal life, we should be governed, I think, by the deep inner needs of our nature.”

4. DISCOVERY

Now close your eyes and let's clear your mind. Breathe slow and deep for a few minutes, seeing your belly raising and falling. Let go of all thoughts. See them arrive and disappear just like the clouds in a gentle breeze. Meditate and clear your mind. Allow yourself to completely relax – this is going to be fun.

Please write your responses to the following questions in the blank spaces.

a. Self-Assessment Q & A

What toys and games did you like to play with when you were a child?

What subjects did you like in middle school?

What subjects did you like in high school?

What subjects did you like in college?

An Intuitive Method to Discover and Rank Career Options

Throughout your education so far, in what topics did you score the highest grades?

Comparing all of your jobs, what was or is your best job, and why?

Throughout your career, what work related activities made “time fly” and what activities made “time stand still”?

In what type of work activities are you better than your colleagues?

An Intuitive Method to Discover and Rank Career Options

What are your talents and strengths?

What are your hobbies and why do you enjoy them?

What core values do you hold dear to your identity?

What occupation did you intend to pursue when you graduated from high school and why?

What did you envision your dream job to be on the day you graduated from college and why?

What would you choose to do if you knew you could not fail and why?

b. Inventory of Career Options

Now, based on the answers to the preceding questions, ask yourself: “What career options come to mind while reviewing my answers?” Take your time going over your self-assessment as often as needed and just let the answers come to you. Don’t limit your choices by worrying about your age, opinions of others, or your bank account. You are in the land of unlimited possibilities. Just ask and you shall receive. Please identify and list your Career Options (up to five):

c. Career Satisfaction Factors (CSF)

Now that you have your short list of career choices, you need to analyze them and identify what do they have in common as far as expressing your talents and personal preferences. For example: creative expression, leadership abilities, decision making skills, having authority, working in a team, problem solving abilities, research capabilities, analyzing and interpreting data, helping people, low or high stress work environment, strong analytical skills, being able to travel, being outdoors, being recognized, monetary reward, etc.

These are your Career Satisfaction Factors and when they are a part of your job activities and responsibilities, you will blossom. Please identify and list your CSF (up to ten):

5. VALIDATION

The validation process is necessary to make sure that the information you have about each of your career choices is complete and current.

For example, let's say one of your Career Satisfaction Factors (CSF) was making a substantial living. Due to many reasons, it is possible to assume that your knowledge of a compensation levels in a specific field is outdated, and therefore will mistakenly influence your decision making process.

Your accurate familiarity with each of the career fields you are considering to devote your professional career to, must be up-to-date based on hard evidence and not just on a guess.

Please collect additional information about your top career options by:


- *Doing further research off and online.*
- *Asking members of your support system for feedback and referrals to those who study or work in your target field and meet with them.*
- *Using social media, identifying those who can help and schedule information interviews.*
- *Volunteering or even paying a fee to be an assistant.*
- *Becoming proficient in expanding your network using LinkedIn and Facebook.*



Decide on the time you will need to complete your intelligence gathering process. Try to accomplish that within one week per career option - keep the momentum alive.

When you have completed your due diligence and /or comfortable with your level of knowledge of all career options you are considering – please proceed.

6. RANKING AND CALCULATING

- Record your Career Options from left to right.
- Record your Career Satisfaction Factors (CSF) from top to bottom.
- Rank each career option against each CSF on a scale of 1 to 10. The score of 10 indicates that this factor is fully expressed in this career and the 1 indicates that this factor is totally absent. Calculate the vertical sum of CSF for each career. See sample on next page.

Career Options 					

Career Satisfaction Factors (CSF) 					
TOTALS 					

An Intuitive Method to Discover and Rank Career Options

Here is an example of a completed table:

Career Options ----- Career Satisfaction Factors (CSF)	Therapist	Nurse	Fitness Coach	Policeman	Nutritional Specialist
Not a 9 to 5 job	7	10	10	10	7
Helping people	10	10	10	10	10
Being in control	8	7	10	10	8
High risk job	7	7	7	10	5
High pressure	9	10	3	10	4
To be well compensated	7	8	3	8	5
Flexible schedule	5	7	10	8	2
Being acknowledged	8	10	8	5	7
Using my aptitude for science	2	10	9	1	10
Working solo - not in a group	10	5	8	2	8
TOTALS	73	84	78	74	66

7. RESULTS

Career option with the highest score – IS IT!

In case of a tie or a close second (less than 3 points behind), you need to let your “gut feeling” make the final decision of what career choice best reflects your talents, personality and ability to fulfill your full potential.

REMEMBER: Your Intuition - Always Knows First. The Head Follows a Bit Later.

Congratulations – you did it!

What do you feel about the result - any surprises?

Develop a plan of action, commit yourself to a time table and relentlessly execute your vision.

The time is ticking away and we are getting older by the minute. Do you want to reach an old age knowing that you did everything in your power to reach career fulfillment? Or do you want to grow older becoming a frustrated and angry old person? The choice is yours...

Stay energized with optimism, knowing that with hard work, no one or nothing can stop you from realizing your dreams.

8. HOW TO GET RID OF NEGATIVITY AND FEARS

By know you are psyched to move forward and I'm truly happy for you. But before doing so, you need to "clean your house" of any negativity and fears of failing. If you don't, they will surface at every crossroad and intersection, making you doubt yourself and undermine your chances to succeed in your quest.

Many self-help books have been written on this topic, suggesting being positive, creative, focused, surrounding yourself with optimistic individuals, etc. These suggestions are great but unfortunately don't work unless you are conditioned to internalize them and embrace the change. If we don't, typically in a matter of a few days after getting started or at the first obstacle, the negativity will creep up and we will go back to our old selves.

You see, it's useless building an Empire State building on a shaky and poisonous foundation. The base must be repaired prior to the start of a new construction. The analogy is that your existing foundation is the content of your memory archives, when at times of uncertainty and stress, positive thoughts and memories are overpowered by negative thoughts and memories. The next two visualization exercises will help in reversing that and eventually, eliminating fears and negativity from being a part of your thought process.

So, let's do it. Sit in a comfortable chair with a tall spine while relaxing all the muscles in your body. Close your eyes and breathe effortlessly. Now, go back to your earliest memory of yourself and, scanning forward in time, relive as many happy moments as possible. Go back to the moments when you felt good, smiling from ear to ear, confident in yourself, excited with what lies ahead. It could be a time spent with a dear one, your first bike ride, your first sports medal, your first kiss, earning a degree, your wedding, the birth of your child, and more. How does it make you feel? Does it bring happy tears to your eyes? Stay there for a while; soak in all those gems, enjoying very millisecond. Now imagine filling your head (just like filling a glass bottle) with these positive experiences to the very top as all the negative thoughts and fears are being pushed out. The bottom line is the fact that we cannot be positive and negative at the same time. It's one or the other - the choice is yours.

Another way to dispose of negative thoughts and fears is as soon as they surface, take a giant eraser and erase them from your mind's blackboard. Then, visualize flushing all that debris down the toilet. Fears come up – you erase and flush, erase and flush, over and over again until they give up and stop bothering you, and they will stop, guaranteed. The concept behind this visualization is to stop a fly from becoming an elephant. We can swat a fly but not an elephant.

An Intuitive Method to Discover and Rank Career Options

As needed, do these visualization drills again and again, fighting for a better future with fear-free thinking. In the beginning it will be tough to change the old habits, but soon enough your mindset will have no choice but to adapt and accept the new you.

Please be kind to yourself and don't expect huge changes in your belief system over a short period of time. Allow for a gradual progress, stay focused and determined, use visualizations as needed, and the results will follow.

Sir Winston Churchill once said: "When you walk through fire - don't stop - keep on walking." He is one of my role models, and I ask his permission to modify his phrase a bit, and say: "When you walk thru fire – cleanse yourself of fears and negativity – keep on walking."

Keep in mind, that you are never stuck as long as you are moving forward, even if it's one inch at a time.

9. CHOOSING A POPULAR CAREER

Often we hear a blanket statement like: Don't go to law school – there are too many lawyers as it is.

In my opinion, any relevancy of an occupational field being too crowded to choosing a career is completely incorrect. The question a person should ask herself/himself is: Why do I want to be a lawyer? Is it because my dad wants me to be one, or the prestige that comes with a title, the money, the parties, being able to wear a suit or high heels, or finding a mate? Or is it about helping others, or the opportunity to research and analyze, argue a case, solve problems, dedicate your life to justice, and make a difference?

Becoming a lawyer, or choosing any other popular field, for artificial / materialistic / external reasons – is a mistake. You will lack the passion, get burned out, and it will negatively affect your work performance, which will lead to frustration and disappointment. But on the other hand, if the self-discovery you just went through indicates that it's you, then you need to pursue it regardless of how crowded it is. The mere fact that this is what you are meant to be will be reflected in your work performance, surpassing the overwhelming majority of your competition.

Find a suitable program, apply and select the best school you can get in to and do it. Don't listen to the external noise. People say many things for different subjective reasons. Many years ago I heard a great adage: "What others think of you and your choices are not any of your business."

I'm not a lawyer nor a doctor nor an IT professional, but during my years in recruiting I got to know a few and must say for a fact that all those who got in to these fields for the wrong reasons are either working but disillusioned or have changed careers later in life. While those who made a choice for all the right reasons are in high demand and thriving.

10. THE KEY TO ACHIEVING JOB SECURITY

As the global economy and the job marketplace get very competitive, the topic of job security is quickly gaining our attention. Some of the popular strategies are: work for a successful organization, or self-develop and offer additional skills, or work hard and hope for recognition, or constantly increase your professional network of referrals, or just be obedient and nice to your boss.

My guess is that those ideas are nothing you haven't thought or heard before. Logically speaking, these suggestions have the potential to contribute to keeping your resume free of any gaps. But it seems to me that all of them deal with relinquishing the control of your job security to others, to the unpredictable world outside yourself, which in my opinion, is just like playing Russian Roulette — very dangerous.

To maintain control and be fully in charge of your career destiny, it is my suggestion to adapt and implement a one word strategy: specialization. Regardless of the field or industry you are going to pursue, find a niche that challenges you and makes you enthusiastic to learn everything about it, and then, become a true guru of that narrow space of knowledge, committing yourself to be a career-long student and practitioner.

Being a true authority will position you as an in-demand professional and therefore never obsolete. Within the grand scheme of things, there could be few colleagues out there with whom you will share that chair of knowledge, but regardless of them, there is only one of you with your unique perspective. The days of “jack of all trades” are long gone and following this type of thinking is a recipe for finding yourself at the unemployment line.

Developing and continuously nurturing your niche-focused skills is the ultimate strategy to make sure that you achieve lasting job stability, fulfillment, and recognition. And, if it happens to be something you love doing and gets you up in the morning with a big smile, looking forward to the day ahead, then my friend, you are one lucky individual.

11. YOUR SUPPORT SYSTEM

To illustrate the importance of having positive and nurturing people around you, I would like to tell you a short story.

Meet Casey. All she ever wanted to become was a writer. In high school, her essays got low grades and teachers commented by saying it's not her strong suit. As college approached, her parents were advised that she will never be a writer and a career involving this type of creative expression is absolutely the wrong direction for her.

Thankfully, her mom, being a therapist, understood the importance of allowing her daughter to follow her passion and supported Casey's decision to not give up and to keep developing her skills.

Fast forwarding four years, Casey is now a senior in college, majoring in creative writing and doing extremely well. Her professors often comment on her work as being very imaginative, sincere, and original.

How is it possible that in high school she was thought of as a no-talent and in college she is a prodigy? Who is right and who is wrong? And yes, this is a true story and only G_d knows how many more of them are out there.

If Casey would have listened to the teacher, she would have thrown her passion off to the side and picked a "practical" career, which could have either been outdated in a few years, or something she ended up not enjoying at all. A teacher's ego and empty statements such as "You will never be such or such," should always be checked at the school's door.

You must be very selfish and picky when selecting your support system. Believe me when I say that reaching success is a team sport, and it is very difficult to make it on your own. Make sure your team members are positive and inspiring.

12. POSITIVE MINDSET

One morning last summer, I was scanning online sites to see what was going on in the world, and came across a small item about a guy in Israel who arrived at the airport for a flight to find out that due to threat of rocket attacks, his flight was cancelled indefinitely.

As masses of frustrated, angry, and loud passengers were exiting the terminal on the way back home, he turned around, smiled and walked over to a Lottery Stand and bought himself a Pick-6 random ticket for the equivalent of \$30. Well, can you guess what happened next? Yes, you guessed it — he won a cool \$2 million.

Some of you might say he is just one lucky guy, yet I think there is more to it. I believe that having an optimistic mindset will generate a positive behavior towards yourself and others, which causes a rewarding karma from the universe.

If you are facing the challenge of working towards your professional or any other goal in life, believe that it is temporary. Focus and develop a plan of action, cleanse yourself of fears and negativity, work hard, and you will be blessed with the fruits of your optimism.

You cannot fail unless you decide to give up on yourself and stop pursuing your dreams.

Remember: We only have two lives. The second life starts when we realize we only have one!

Please feel free to reach me with any questions or comments at jorelfoundation@gmail.com as well as follow my blog at <http://www.jorelfoundation.com>.

From the bottom of my heart I would like to thank you for taking the time to go over my method and suggestions. I sincerely hope you found them helpful. Your comments/feedback will be greatly appreciated.

Wishing you a happy and healthy future!

Elie Klachkin