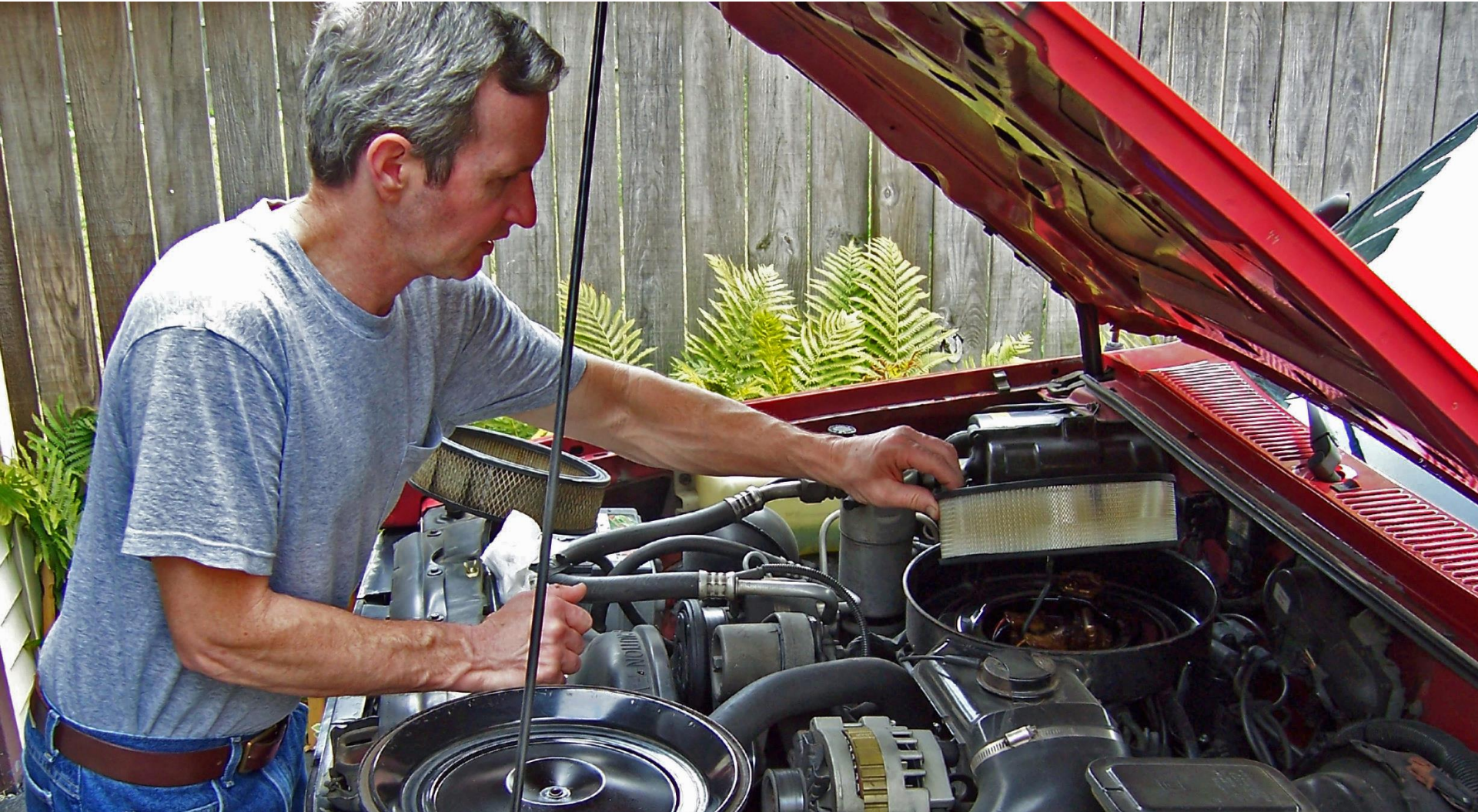




FITSBOW

*Purposeful Professional Connections*

# Keeping Your Career “Tuned Up”



# Keeping Your Career “Tuned Up”

## Six Dimensions to Consider



Values & Decision Drivers



Growth & Learning



Strengths & Skills



Contributions & Outcomes



Ratios—Self; Personal; Professional



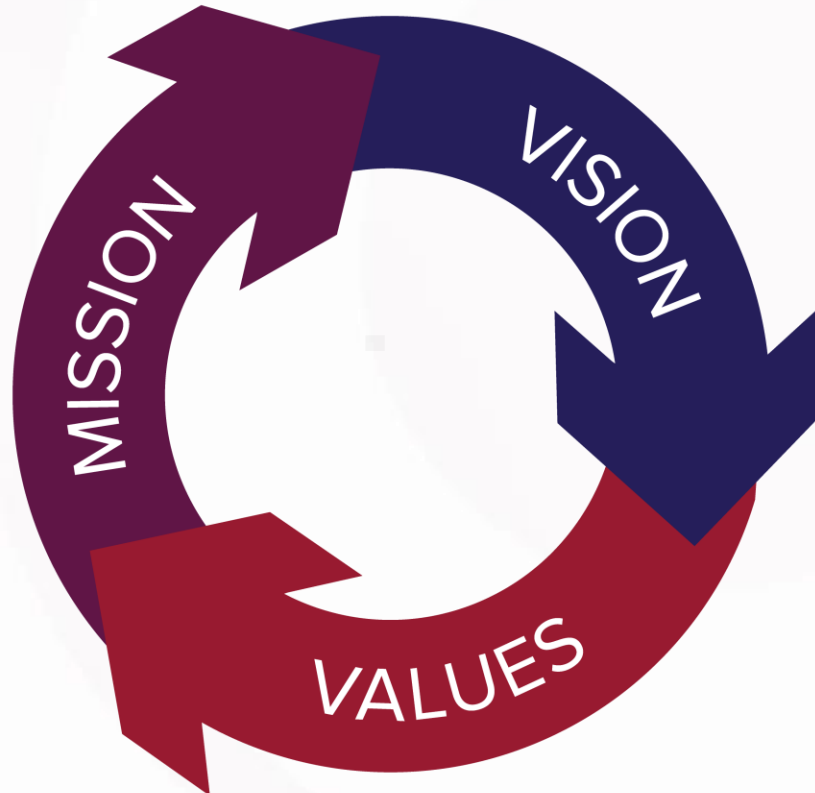
Relationships & Network

# ♥ Values & Decision Drivers

“What are your Values? What’s Your Sentence?”

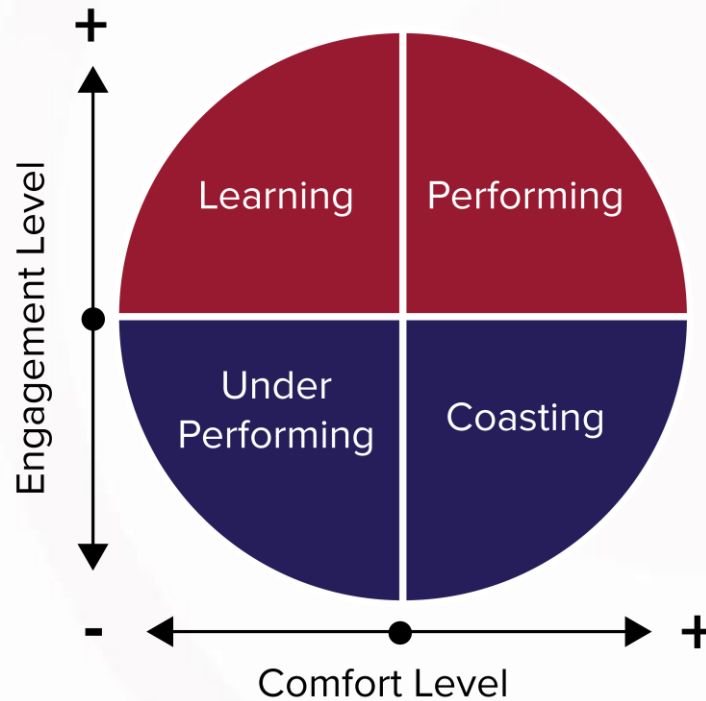
# ♥ Values & Decision Drivers

What Are Your Organization's Mission, Vision, Values?



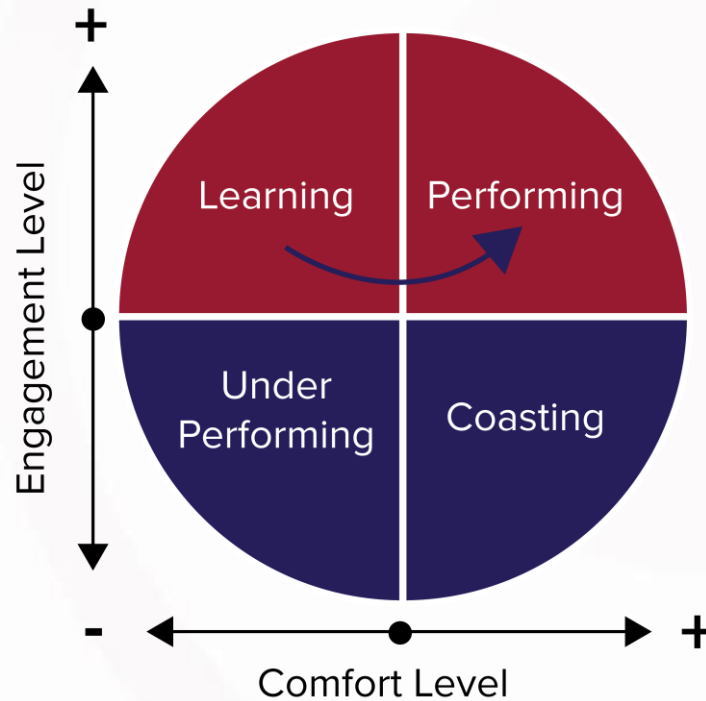
# ★ Growth & Learning

Which quadrant are you in?



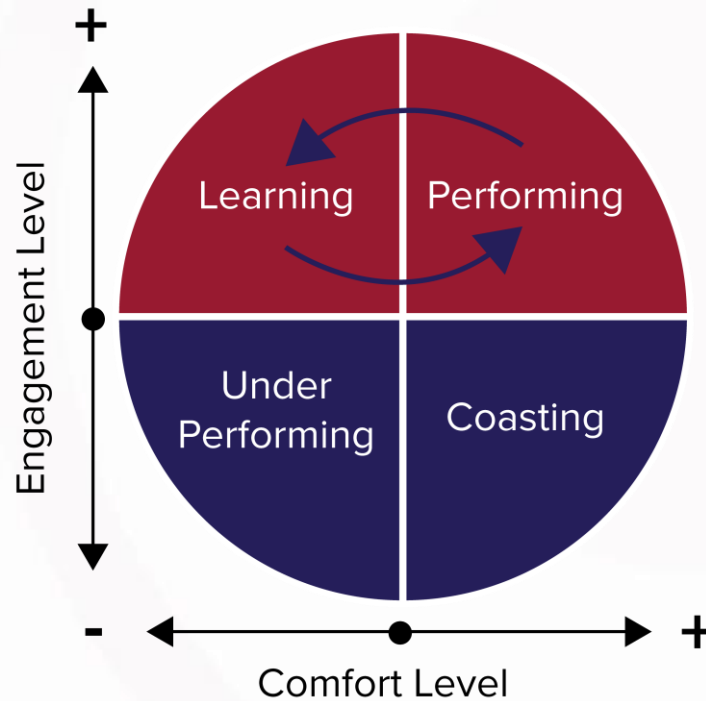
# ★ Growth & Learning

Which quadrant are you in?



# ★ Growth & Learning

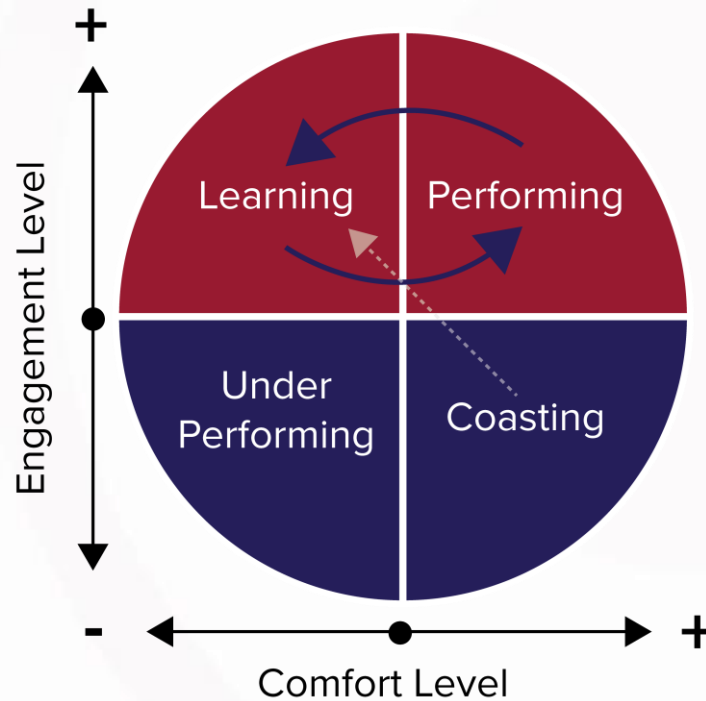
Which quadrant are you in?





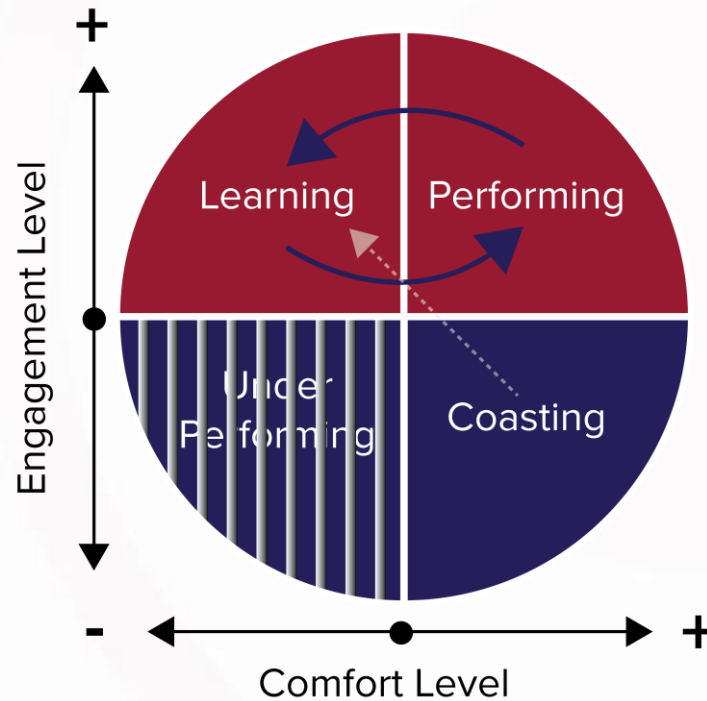
# ★ Growth & Learning

Which quadrant are you in?



# ★ Growth & Learning

Which quadrant are you in?



# ★ Growth & Learning

## What Does Your Company Do About Training & Development?

### ★ Adult Learning Theory

70%

Job-Related  
Experiences

20%

Interactions  
With Others

10%

Formal  
Education

### ★ Mentorship; Stretch Projects

# ♥ Strengths and Skills



## ♥ Strengths and Skills

What are the assessments your company uses or you have used to create increased self-awareness of strengths?

[s.o.] the  
**assessment,**  
tion, examining  
Inf. onc

# ★ Contributions and Outcomes



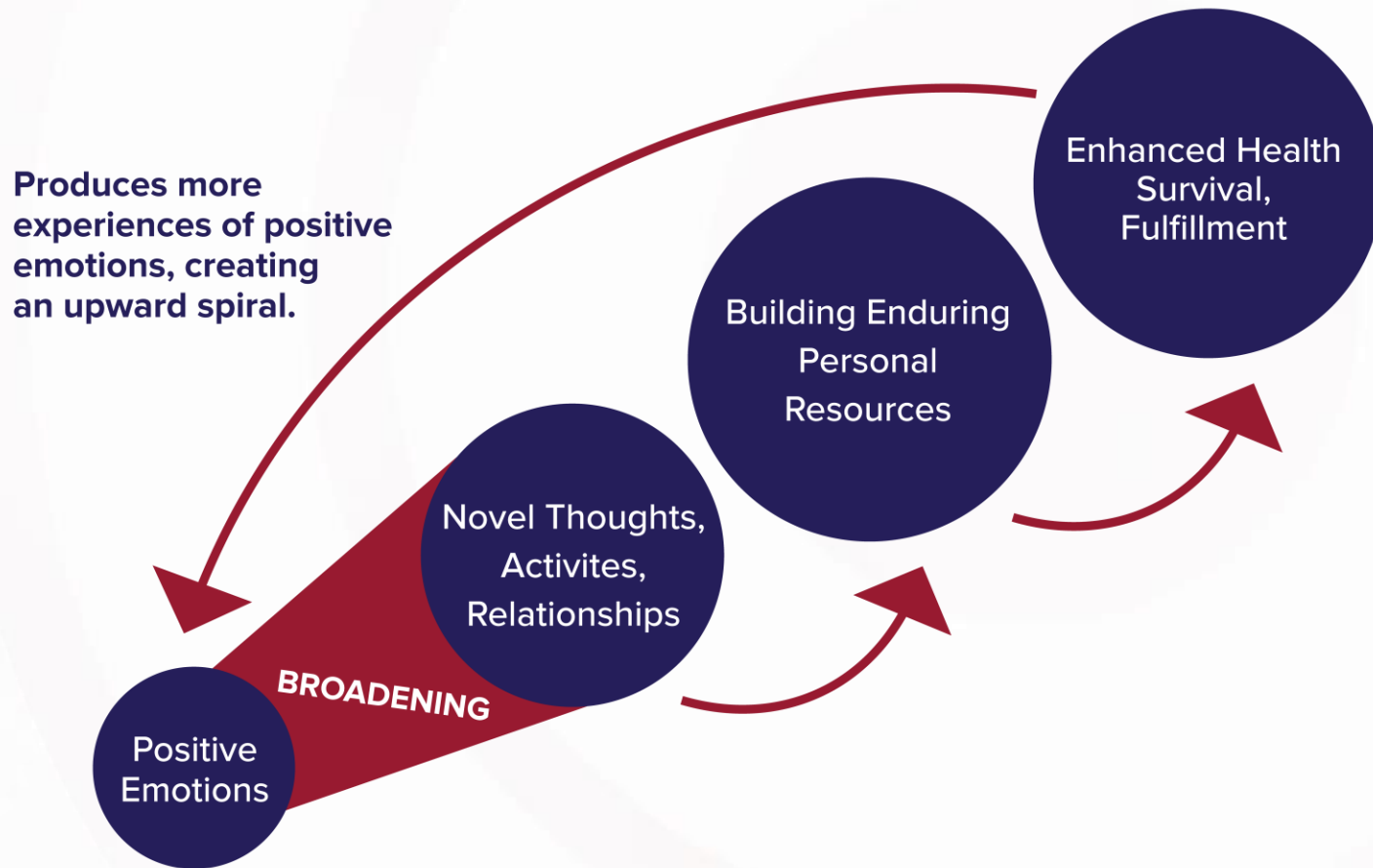
# ★ Contributions and Outcomes

What Are Your Norms For Performance Management?  
Salary Increase/Rewards?



# ♥ Ratios—Self, Personal, Professional

## Barbara Fredrickson's Broaden Theory





# ♥ Ratios—Self, Personal, Professional

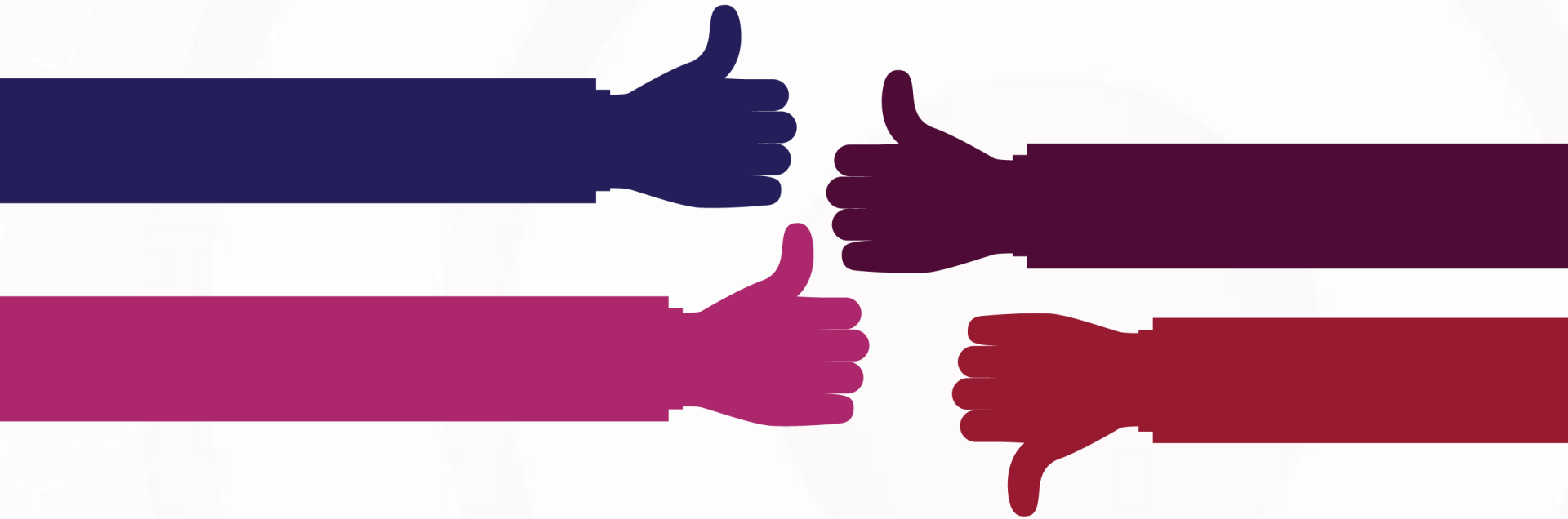


**5:1**

“During conflict discussion, the ratio of positive to negative interactions in relationships headed for divorce is 0.8:1, not 5:1 as it is in stable and happy couples.”

- Dr. John Gottman

# ♥ Ratios—Self, Personal, Professional



2.9:1

**Losada Ratio:** At approximately three positive emotions to one negative, individuals and groups begin to experience patterns of positive relationships, creativity, collegiality, and forward motion emerge.

# ♥ Ratios—Self, Personal, Professional

How does your company encourage healthy culture/norms?



# ★ Relationships and Network

## Stakeholder Map

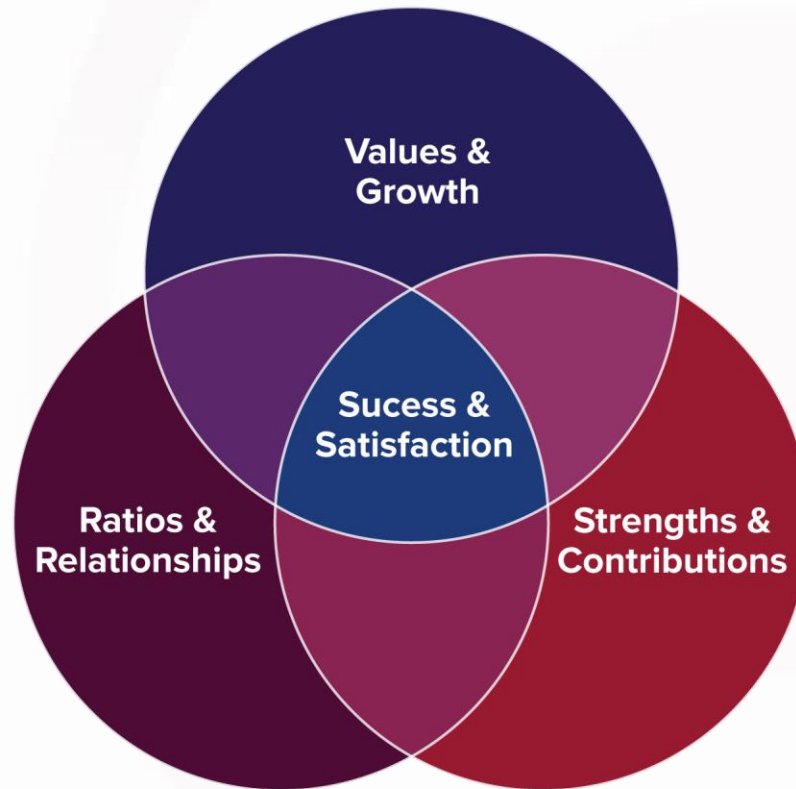


# ★ Relationships and Network

What Does Your Company Do To Encourage Relationship Building?



# ♥ Career Success & Satisfaction ★





**Age is an  
Attitude**

Photo by Lynn Novakovski



**Paula Fitzgerald Boos**  
paula@fitsbow.com  
206-310-5410

**Walter Boos**  
walter@fitsbow.com  
206-399-6035