

- Reflect on current and previous position(s).
- Use worksheet to fill in blank squares with how you've experienced each square.
- Feel free to share, if comfortable, after break.

Change

Change by Force

- "I feel betrayed by my organization."
- "It hurts to be here."
- "This environment is diminishing."
- "It is hostile here."
- "My voice doesn't matter." "I've been fired/laid off."

"I feel stuck in my job."

"I fear change."

- "I'm frustrated by the lack of support."
- "I feel disillusioned with my industry."
- "I feel a lack of control over my career path."

Stay by Force

"I'm here because I need the income."
"I don't see any other job options."

"I'm not happy, but I feel I can't leave."

"I'm waiting for retirement/pension."

"I'm worried about job security."

"I'm staying for the benefits."

Change by Choice

- "I'm ready for a new challenge."
- "I've outgrown this role."
- "I'm excited about new opportunities."
- "I want to explore my potential."
 "I'm seeking better work-life balance."
- "I'm seeking better work-lite balance
 "I'm pursuing my passions."
- "I feel empowered to make a change."
- "I'm looking for growth and learning." "It's comfortable, but not fulfilling."

Choice

Stay by Choice

- "I'm satisfied with my job."
- "I feel valued and respected here."
- "My work is fulfilling and meaningful."
- "I enjoy the work culture and my colleagues."
- "I have a good work-life balance."
- "I'm invested in my team's success."
 "I see opportunities for growth and
- development."
- "I feel loyal to my organization."

Stay



Zones

Languishing

Liberated

Conflicted

Invigorated



Scan me:

CAREER JOY ZONES OF AGENCY REFLECTION QUESTIONS:

- Write the words that you remember experiencing in each square that reflects a past or current experience.
- Which square do you resonate with most?
- What compels people to experience liberation in their careers?
- What causes people to stay stuck in the conflicted zone?

