

OVERCOMING OBSTACLES TO SUCCESS

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A successful executive career transition should be carefully planned for well in advance of the actual transition date. In creating a career plan you probably will encounter one or more seemingly insurmountable obstacles or roadblocks that may seem to prevent you from doing any serious planning.

These potential roadblocks may seem to come out of nowhere, turning even the best career planning upside down. For example:

- You have carefully developed your game plan for a smooth transition when you are notified of an impending overseas deployment to manage a special project.
- The demand of working for a new boss may prevent you from attending the classes you have registered for to complete your Master's Degree.
- You've just been notified you've been passed over for that critical promotion that you were counting on.

Your goals and action items – and the timelines for achieving them – must be constantly re-evaluated.

Here are some guidelines for overcoming potential career roadblocks:

- **DEVELOP YOUR FLEXIBILITY** – You developed the career plan and no one is keeping score on your progress through your plan. Whatever the new obstacle, assess the situation and then take action. What looked like a setback may actually be a blessing in disguise. Use the opportunity created by the roadblock to review and modify your game plan. If the roadblock delays your transition, use the extra time to better prepare for the transition. Even deployed overseas, most people have Internet access that will allow for more industry research or even degree completion on line.
- **CONFRONT THE ROADBLOCK** – Don't ignore the issue. Instead, consider the full impact. By not taking steps to work around the roadblock, you may fail to move forward in your preparations for transition.
- **UPDATE THE GAME PLAN** – Go back to your original career transition plan and reevaluate the action items most affected by the situation. Can you make revisions to the plan without changing priorities? Resist the urge to discard your entire transition plan due to one roadblock. Rather, address the specific issue and update appropriate segments of the game plan accordingly.
- **SEEK OUT ADVICE** – Career transition roadblocks can happen to anyone, at any time, which means that someone in your professional network has probably experienced a situation similar to your own. Call or meet with your mentor or someone whose opinions you value and get their feedback. Such a discussion may put an entirely different perspective on your situation.
- **CONTINUE WITH THE GAME PLAN** – Dogged determination and persistence will pay off as you approach your target date for a career change.

“NOTHING IN THE WORLD CAN TAKE THE PLACE OF PERSISTENCE.

- **TALENT WILL NOT:**
 - **NOTHING IS MORE COMMON THAN UNSUCCESSFUL MEN WITH TALENT**

- **GENIUS WILL NOT:**
 - **UNREWARDED GENIUS IS ALMOST A PROVERB.**

- **EDUCATION WILL NOT:**
 - **THE WORLD IS FULL OF EDUCATED DERELICTS.**

PERSISTENCE AND DETERMINATION ARE OMNIPOTENT”

George Goodson – Senior Transition Consultant at Career Beginnings, Inc.

Regularly evaluating your career transition progress – and rewarding yourself for successes along the way – will help you achieve your overall career goals. Make your transition game plan a living document and be prepared for the unexpected. Here are a few tips to achieving a sense of success:

- **DECIDE ON A SCHEDULE** - Review your game plan at least once a month and mark off those action items you've completed and add new ones as appropriate.
- **ESTABLISH DATES FOR ACTION ITEMS** – Establishing specific deadlines will help you prioritize.
- **RECOGNIZE YOUR ACHIEVEMENTS** – When you complete three action items or achieve a goal treat yourself to a reward – a special lunch away from work, or a vacation day.
- **THANK THOSE WHO HAVE HELPED YOU** – Those that assisted you in formulating your plan and guiding your career transition will want to know of your successes. Thank them for their continued support with a written note or an e-mail. Maintaining open lines of communication will keep your network strong.

When you accomplish your career transition goals don't forget to update your five-year career plan!



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