

Emerging from Uncertainty – A Formula for Success

By Ann Rolfe

Most of them were dedicated family men, devastated because their career of long-term service and steady rise to a senior role, well paid and respected in their community, was shattered.

Twenty-five years ago, during the “Recession we had to have” here in Australia, the world of work changed forever. Job security disappeared. Any expectation of a “job for life” was extinguished.

I was plunged in the deep end, helping managers who had been retrenched, to restart their careers and move on in their lives. My mentor, Paul Stevens, founder of Worklife, knew how to turn adversity into opportunity – he’d been there himself. He had developed a formula for career transition that guided people through the crisis to career satisfaction and work/life balance.

The formula, developed by Paul Stevens is:

$$M+V+T= CS$$

Fleshing out this formula with practical tools and techniques we were able to help thousands of people discover how understanding their **M**otivation plus personal **V**alues and particular **T**alents leads to **C**areer **S**atisfaction. Mentors are uniquely placed to lead conversations based on this formula.

Motivation

Everyone has strong emotional drivers, desires that cry out for satisfaction. We strive to achieve goals, to meet needs and wants felt consciously or unconsciously. So the first-step is to explore and make explicit a person’s career motivation. This may be done with psychometric instruments, personality questionnaires, inventories and the like. However, conversations led by perceptive career counselors, coaches and mentors can elicit a mentoree’s motivation.

A mentoring conversation causes reflective thinking. A mentor, alert to what “lights up” a person as they speak, can draw out the threads of desire and help weave them into a mantle of success. Short-term and long-term goals, a sense of purpose and vision all emerge as motives become clear. Motivation is at the heart of what we do; values are the heart of who we are.

Values

Some people liken values to stars by which we navigate. They are the attitudes, beliefs and principles that guide our decisions and actions. Our notions of good/bad, right/wrong, worthwhile/unworthy stem from a system of values and beliefs.

Like motivation, values often dwell below the surface of consciousness and need to be brought to light for examination. Are they useful? Do they serve us? Are they really ours or have they been implanted by social or environmental influence?

Values can be elicited using inventories, card sorts and other exercises. Again, a mentoring conversation helps untangle values and beliefs, to form a coherent, individual set of personal guidelines. This is powerful because it provides decision-making criteria that allow a person to make choices quickly and easily.

Talent

We are born with ability, strength or a predisposition in particular areas. We develop specific competencies. Talent, in this context, refers to those skills and attributes we excel at and *enjoy* using. Doing what you love, doing it well and getting paid for it may seem like a dream come true but you don't have to be a rock star, elite sports person or celebrity to make it a reality.

Again, there are plenty of tools available that help discover strengths that can be used in the workplace. Everyone has talents, though they may lie dormant forever if no opportunity arises to apply them. Mentors tease out capability. By reflecting on the past and exploring future possibilities, mentors guide development of the skills and attributes most likely to bring career success and satisfaction.

The Stevens formula for career satisfaction is as relevant now as it ever was. It is applicable to people in difficult or easy times, at the beginning, middle or end of their career. In fact, I'd recommend an annual review, using this formula, at any stage of career. It provides a basis for decision-making, a point of reference for planning and a level of certainty in an uncertain world. That's how mentoring works.

Want to know more?

Five self-paced online tutorials take you through the career development process described above in our Tools For Mentoring series in the Mentoring Works Learning Portal.

Audio-visual presentations and worksheets to download and print ensure people are engaged in a learning experience that they retain and use.

I've taken the content of my popular live workshops and designed online tutorials so people can learn at their own pace whenever it suits them.

There are three programs, and a total of twelve modules now, with new ones added regularly.

- **Getting The Most Out Of Mentoring** gives you the how to's of a mentoring conversation and building the relationship.
- **Tools For Mentoring** contains activities for mentoring that focuses on personal goal setting and career development.
- **Mentoring Master Classes** are designed for advanced and experienced mentors and those who want to enhance their skills.

Participants can access all the material anytime but we do guide them through a twelve-week program with an email each week.

This is a great way to support mentors and mentorees and right now your participants get all three programs for just \$99.00 per person.

View a short video with the details [here](#).