

KEEP + CHANGE

Separate the job you had from the working life you want next.

When a job ends or starts feeling wrong, it is easy to treat the whole experience as one event. This worksheet breaks it apart. Your goal is not to list *everything* you liked or disliked. It is to identify the parts worth carrying forward and the parts you want to change.

PART A | KEEP

PROMPT

YOUR NOTES

What parts of the work gave you energy?

What kinds of problems did you enjoy solving?

What relationships or interactions mattered to you?

What conditions made it easier to do good work?

PART B | CHANGE

PROMPT

YOUR NOTES

What drained you repeatedly?

What did you tolerate because it came with the role?

What conditions made good work harder?

What do you not want to recreate in your next chapter?

Do not solve it yet

At this stage, you are collecting evidence. You are not choosing a job title or deciding what is realistic.



Turn the list into signals

Look for the patterns underneath individual complaints and preferences.

CIRCLE YOUR STRONGEST SIGNALS

Review both columns. Mark the three Keep items you care about most and the three Change items you most want to avoid repeating.

PROMPT

YOUR NOTES

My 3 strongest KEEP signals

My 3 strongest CHANGE signals

TRANSLATE THEM

Turn each signal into a sentence about the working life you want. Keep it specific enough that you could recognize it in a real opportunity.

PROMPT

YOUR NOTES

I want more of...

I want less of...

I want a role where...

Bridge to the next worksheet

Your Keep + Change signals tell you what you want from the work.
The Superman Test looks at what you already bring to it.