

SUMMER PRACTICE

What do you want to change in your career?



MEUF, TU GERES

WHAT DO YOU WANT FROM YOUR CAREER ?

Women (and people) want it all : higher pay, clearer advancement, meaningful work and recognition, autonomy and flexibility, career growth, job security/stability.

And while you can't work on these all at once, the best approach is to start with ONE clear goal. From the following list, **pick 3 items** that are the most important for you right now :

- ☐ Job security
- ☐ Negotiation knowledge
- ☐ Recognition and credit
- ☐ Competitive salary and raises
- ☐ Skill development and learning
- ☐ Sponsorship (not just mentorship)
- ☐ Clear feedback and career conversations
- ☐ Meaningful work and alignment with your values
- ☐ Promotions and titles that map to real responsibility
- ☐ Autonomy and flexibility (remote / hybrid options, flexible schedules)
- ☐ Visibility (high-impact projects, conference speaking slots, client-facing roles)
- ☐ Other (specify) :

Now, **rank** these 3 items from most important (number 1) to least important (number 3)

- 1.
- 2.
- 3.

CREATING YOUR DEFINITE CHIEF AIM

Here is the structure of your DCA :

$$\begin{array}{ccccccc}
 \text{DCA} & = & \textit{What do I want} & & \textit{Why does this matter} & & \textit{What am I willing to do,} \\
 & & \textit{specifically ?} & + & \textit{to me? How will I feel} & + & \textit{consistently, to make it} \\
 & & & & \textit{from this ?} & & \textit{happen ?} \\
 & & \text{(Part 1)} & & \text{(Part 2)} & & \text{(Part 3)}
 \end{array}$$

PART 1 : THE WHAT

What is my exact goal (be concrete) ? Eg. : Asking for a 10% raise

PART 2 : THE WHY

This goal is not your actual goal. It's a mean to an end. Here are some examples of actual goals and what expect to feel from them :

- You might want to travel more/further and feel happy
- You might want more responsibilities so that you feel useful
- You might want to network and feel more interesting/smarter

So, what are the real dreams behind that goal ? And what emotion does this evoke to you ? Write both elements here (dream + emotion)

PART 3 : THE HOW

What do you commit to doing consistently, to get it ? Use SMART goals and focus on actions, not results. Eg. Speaking at every meeting

YOU ARE ALL SET

[!\[\]\(b792654f2cef9719eabeb6c5be00811e_img.jpg\) Book your free 30min call here](#) to make sure that your DCA is on point.

Once it has been reviewed, you need to say it out loud, every day for at least 30 days. You will start seeing your behaviour change after a few weeks. The longer you practice, the more you'll reap its benefits on your career.