



RON PAUL ROSS

CAREER COMPASS

Use the questions in this navigator as your personal guide to help you discover and re-connect to your most authentic self.

These questions have been designed to help you take a fresh look at yourself and what is most important to you.

1. DISCOVER

USE THE QUESTIONS BELOW TO DISCOVER YOUR UNIQUENESS

What are your natural abilities?

Your natural abilities are innate. These abilities are strengths that you are able to employ under pressure and tight time constraints that don't leave you feeling drained. e.g. hand eye coordination, working with numbers, and verbal recall

What are your skills?

Your skills are developed over time through repeated exposure and experience. e.g. public speaking, negotiation, or people management skills

What are your style preferences?

Your style preferences define how you take in information and view the world. e.g. extrovert or introvert; people vs. task orientation; and relaxed vs. fast paced.

What activities are so engaging that they cause you to lose track of time?

What activities are you doing when you are at your best?

What are your interests?

What are your core values and key drivers?

e.g. compassion, fiscal freedom, fun, prestige, and/or hard-work

What are your short-term career goals?

Ones you can achieve in less than a year e.g. increasing income by 15%

What are your long-term career goals?

Ones that take multiple years to accomplish e.g. completing an advanced degree

2. DISTILL

USE THE QUESTIONS BELOW TO HELP PINPOINT YOUR AUTHENTIC SELF

What themes and trends did you identify from the discovery questions on the previous page?

Think about the people you work with (past and present) and answer the questions below.

What three words would colleagues use to describe you?

What three words would direct reports use to describe you?

What three words would your managers use to describe you?

What three words would your customers (external or internal) use to describe you?

What character (fictional or historic) is a good reminder or representation of your most authentic self?

What image or metaphor is a good reminder or representation of your most authentic self?

**KEEP GOING FOR THE
THIRD STEP,
DELIVERY.**

DELIVER

USE THE QUESTIONS BELOW TO PLAN YOUR NEXT STEPS

How do you want people to describe you?

Which three values best serve your short-term and long-term goals?

What do you need to do to express more of your authentic self in your current role or organization?

What are some simple steps you can take in the next 30 days to express more authenticity?

What support do you need to express your most authentic self?

If you were being your most brave and most authentic self, what would be the next step?

What are you willing to commit to doing to live your most authentic version of yourself?



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