



2010 Families in Global Transition

March 2010

Transitions and Work:

Your Relocation, Reinvention, and Resilience
as an Accompanying Spouse or Partner.

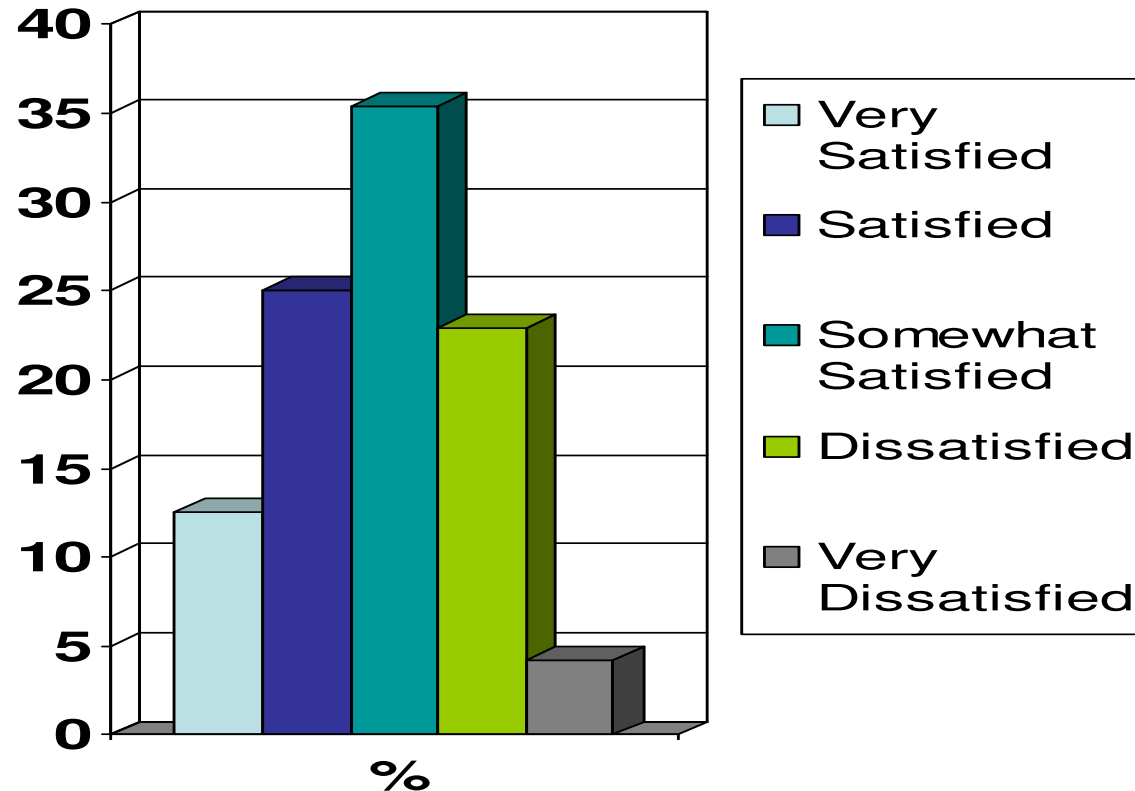
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Relocation: The Impact for Accompanying Partners

- 85% relocation affects personal career development (Bradley, 2010)
 - > 50% concerned relocating jeopardize own career (McNulty, 2007)
 - **Before assignment:** 79% of spouse/partners in paid employment
 - **On assignment:** 28% in paid employment
- (Permits Foundation, 2008)



Satisfaction with Current Work Situation



[n=48]

Bradley (2010)

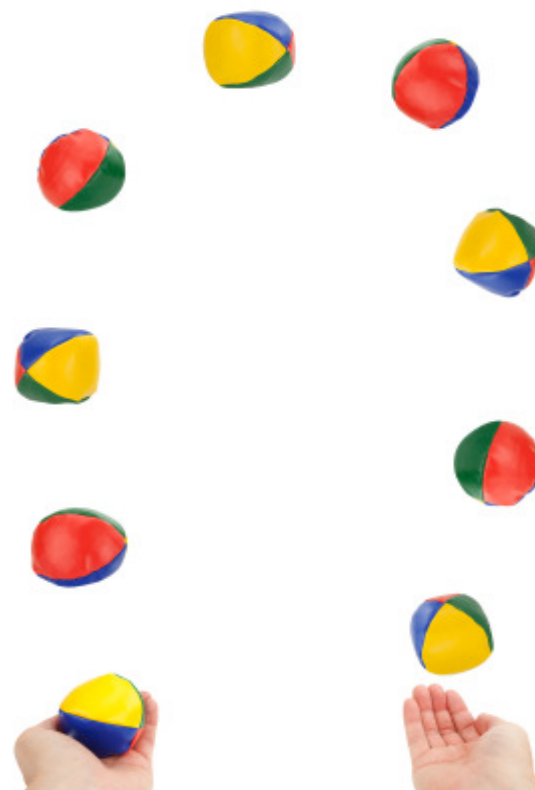
Reinvention: What Others Say

- “Research A LOT prior to moving..”
- “Keep sight of your dreams and goals...”
- “Prepare, make sure you know what you’re up for...”
- “Focus on continual professional development...”
- “Be realistic...”
- “ You have to go out and make opportunities for yourself...”



Resilience: What Others Say

- “Don’t want to hide that it takes a LOT of initiative, enthusiasm and that it is hard at times...”
- I had to think hard about my situation. I struggled a lot to reach a decision, and am so happy with it.
- “I have found a solution and now doing something I really enjoy so I am now satisfied...”
- “Not having a job affects me more than I expected...”
- “Now repatriated and don’t know which end is up...” Don’t want/too difficult to return to my former career. What is my new one????



Today's Workshop

Your Goals?

Trends in the World of Work

- Globalization
- Organizations flatter
- Collaborative leadership skills & able to engender cooperation
- Outsourcing & dispersed workforce
- Immigration and global labor mobility
- Demographic changes
- “Hours” of work
- Technology
- Health care costs..
- Constant change, innovation, skill upgrading
- Skills shortages
- Ethics corporate social responsibility.
- A greater reliance on metrics.

(Source: www.shrm.org & <http://www.alexandralevit.com/>)

What does Work Mean to You?

“...[Work] is about a search, too, for daily meaning as well as daily bread, for recognition as well as cash, for astonishment rather than torpor; in short for a short of life rather than a Monday through Friday sort of dying. Perhaps immortality too, is part of the quest.”

(Source: Working. Studs Terkel)

Asking the Big Questions.

“Limitation is, of course, real and factual, but it is meant to be temporary. A limit is meant to call you beyond itself towards the next new field of experience.”

Source: *Eternal Echoes*. John O'Donohue

“The sad fact is that we often become so busy with our daily lives that we seldom take the time to stop the clock completely and just think quietly about who we really are inside and what we really want for ourselves.”

Source: *Reinvention: How to make the rest of your life the best of your life*. Brian Tracy.

The Need for a Different Approach?

“Women should try to stop viewing career as a linear exercise. Throw away ladders and structures and imagine instead a patchwork quilt that illustrates the creative blending of work projects, community and family.”

Source: Homeward Bound. Robin Pascoe

“Make sure that you can keep on going with some professional activities. This could be through work, but also through voluntary work, training ...Spouses need to be very creative in the way they approach their professional lives.” (advice from accompanying spouse)

Your Working Identity in Transition

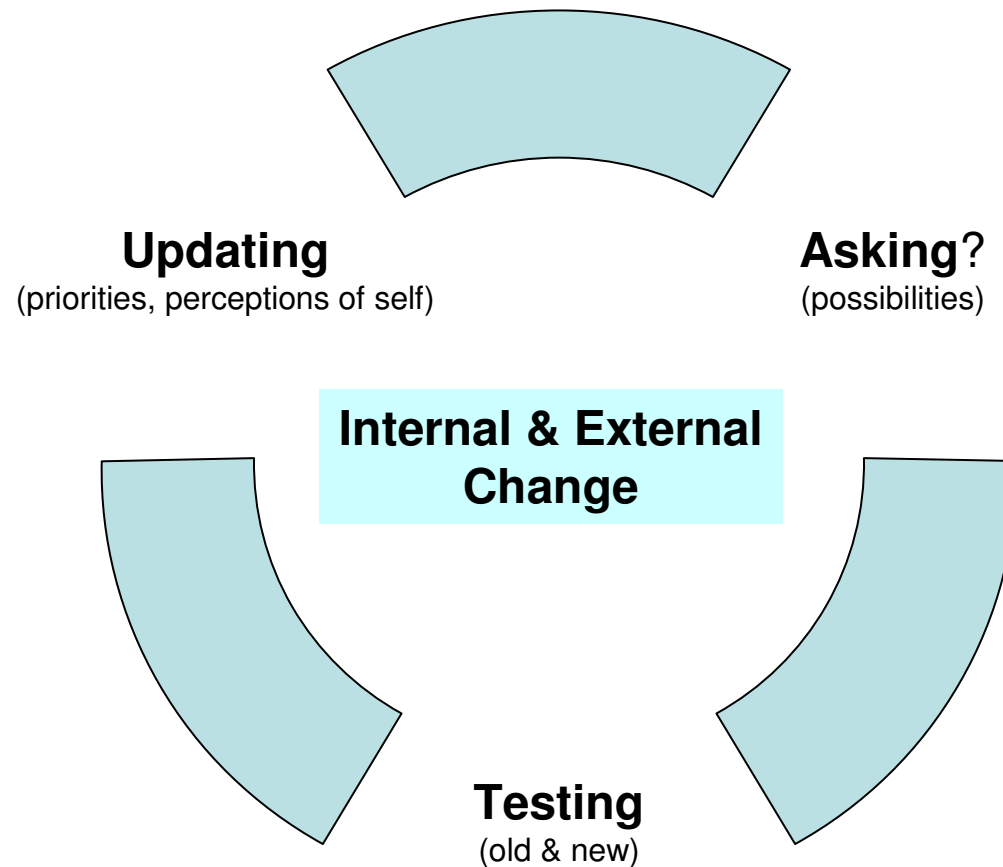


Figure adapted from Ibarra
(2003) p. 12

Naming your Roles

1. Identify roles that you have in your life.
2. Arrange them in order of importance for you today.
3. How does this arrangement compare with
 - before relocation?
 - after relocation?
4. How does how you see yourself (personal internal identity) with how you feel you are seen by others (social external identity)?

Adapted from Huang (2003)

What are your “Motivated Skills”?

Card Sort Activity

(Richard Knowdell. www.careernetwork.org)

- Goal

Differentiate between skills you are **proficient in** and skills you are **motivated** to use.

Motivated Skills: Instructions

Card Deck: 56 (8 categories + 48 skills)

FIRST DEAL: Which skills am I attracted to?

- Place 5 rating categories on left hand side.
- Read each skill card and place in category that “best fits”

Totally delight in using (5)	
Enjoy very much (4)	
Like using (3)	
Prefer not to use (2)	
Strongly Dislike using (1)	

Motivated Skills: Instructions contd.

SECOND DEAL: Which are my strongest skills?

- Place 3 rating categories across top.
- Begin with the cards you have sorted into skills you “totally delight in using” and resort by placing them in one of the 3 proficiency categories (highly proficient, competent, Little or no skill)

	Highly Proficient	Competent	Little or No Skill
5			
4			
3			
2			
1			

Reviewing your Card Sort Matrix

- ❖ Scan the items in your **top left corner**.

(totally delight in using & highly proficient).

- ❖ Scan the cards are in the **top right corner**.

(totally delight in using & but currently little or no skill).

Top Left: Current Strengths

- What gifts do you have that you are using?
- What gifts do you have that are hidden?

Top Right: Development?

- What opportunities can you create to use and develop these skills?
- When I look at potential opportunities, the one that appeals to me most right now is....



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*“Tell me, what is it
you plan to do with
your one wild and
precious life?”*

by Mary Oliver, in “A Summer Day”

Thank you.

Jennifer





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Where Next?

Email me for a copy of the **Pre-Conference Survey** and/or List of **Work-Life resources**.



Join your Peers.

Work-Life Telephone Coaching
Group for Accompanying
Spouses & Partners.

Next group starting **April, 2010.**
Email for information.

Website: www.careeroptionscoach.com

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