

Career Development: The power within

Handout notes by Karl Meesters

"Action is the foundational key to all success."

P. Picasso

Our mission is to support you in identifying and developing your professional aspirations based on your talents and individuality.

Get in touch if you are interested in learning more about our career development programme or if you'd like to participate in the pilot phase of it. We will kick off the pilot phase of the programme on 1 October 2020.

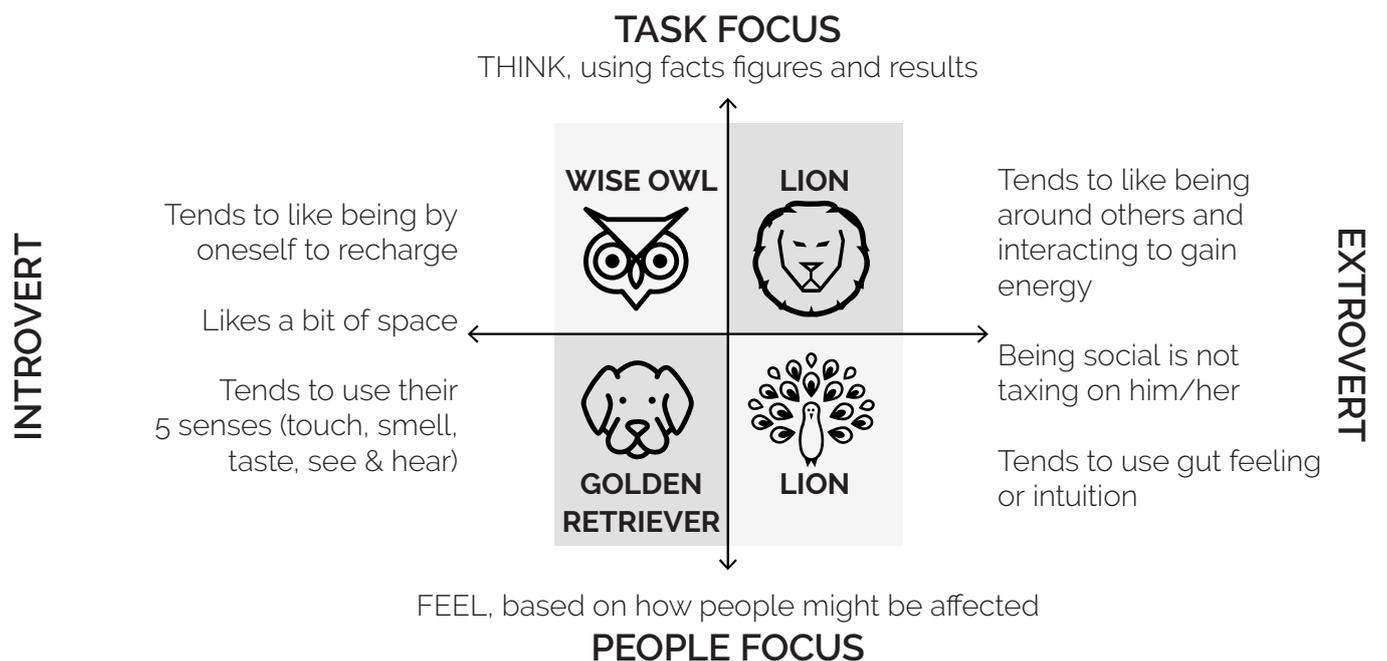
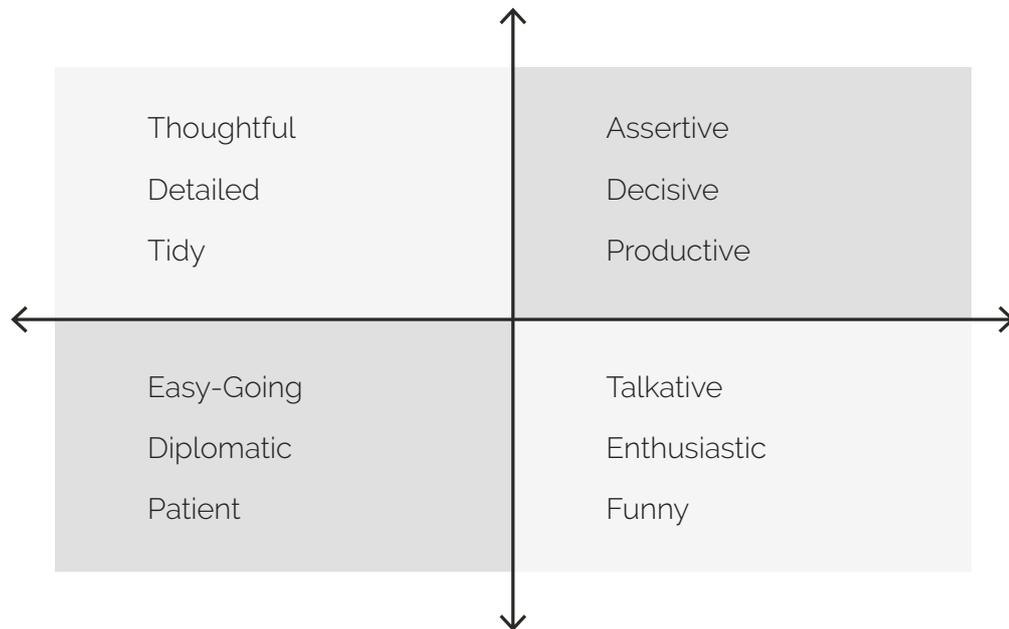
Send an email to karlmeesters@gmail.com and we'll get in touch with more details.

Who are you?

We are all complex and unique human beings and finding out who we are can take time and effort. Here are some exercises and books that might be a first step in helping you to better understand yourself. They will provide you with ideas for your career development.

Ex. 1 | Which animal are you?

Choose the three words in one of the quadrants that MOST describe you:



WISE OWL



Strengths

Precise, exact, analytical, orderly, planning, factual, tidy, detailed, persistent, on time.

Weaknesses

Less social, despondent, depressed, can have too high expectations of themselves, internalise everything.

Needs

Sensitivity to feelings, space, silence, reassurance, neat and tidy environments, structure.

When relating to them avoid

Being casual or loud, rushed decisions, surprises, being disorganised or messy, or being too personal.

Areas to work on

Flexibility, optimism.

LION



Strengths

Strong willed, decisive, competitive, confident, high achievers, leaders, visionary, fast-paced.

Weaknesses

Stubborn, dominant, arrogant, desire control, workaholic, bossy, abrupt, lack of compassion.

Needs

Control, recognition, results, goals, challenges.

When relating to them avoid

Wasting time, being disorganised, non-committal, making decisions for them.

Areas to work on

Not being bossy or argumentative, compassion, listening.

GOLDEN RETRIEVER



Strengths

Peaceful, sensitive, caring, relaxed, loyal, easy to please, good administrators, consistent, reliable, dependable, kind, observant, logical, diplomatic, team player.

Weaknesses

Resistant to change, lack of enthusiasm can frustrate others, unexcitable personality, indecisiveness.

Needs

To feel valued for their self-worth, no stress, time for decisions, peaceful environments.

When relating to them avoid

Rushing into business, being impersonal, demanding, pressing for change.

Areas to work on

Learn to be assertive, self-motivation, speak up.

PEACOCK



Strengths

High energy, big picture, enthusiastic, social person, flexible, loves variety, spirited, active, innovative.

Weaknesses

Talks a lot, over-promises, under-delivers, changeable, disorganised, need for acceptance, time management, messy, not good with detail, listening.

Needs

Attention, approval, affection, acceptance, encouragement, incentives or rewards, flexibility.

When relating to them avoid

Criticism, anger, too much detail, impatient, talking down to them, being aloof.

Areas to work on

Commitment, discipline.

Ex. 2 | What's your personality type?

The Myers-Briggs Type Indicator (MBTI) is a popular introspective self-report questionnaire indicating differing psychological preferences and how people perceive the world and make decisions. This test might give you some glimpses into your personality. Take the results with a pinch of salt, see what resonates with you and maybe you can identify some personal characteristics that would help you to better understand your strengths and weaknesses.

Take the free online test [here](#).

Ex. 3 | Do you know what your personal traits are?

Character traits are the behaviours and attitudes that comprise your personality. You can think of the traits as descriptive adjectives (such as patient, jealous, accurate, motivated) that describe you best. Below is a list with possible traits. Identify 6 traits that are specific to you.

In addition, ask 4 people that are close to you (such as parents, siblings or friends) to take a look at the list and choose 6 traits they think describe you best.

The following is an example of traits:

accurate	distinct	kind	rational
adaptable	efficient	language skills	recognises strengths
adventurous	emotional	leader	respectful
artistic	energetic	level-headed	responsible
assertive	entertaining	loyal	responsive
challenging	enthusiastic	manages pressure	self-assured
civic-minded	expressive	motivated	self-aware
committed	follows directions	original	self-controlled
communicate well	goal-oriented	passionate	self-starter
compassionate	good attitude	patience	sense of humour
competitive	grace in defeat	people-orientated	sensitive
confident	hard worker	perfectionist	sociable
creative	high standards	personable	stable
cross-cultural experience	humble	persuasive	team-oriented
curious	imaginative	planning / strategy	time management skills
dedicated	independent	practical	tolerant
dependable	inquisitive	problem solver	trustworthy
determined	intelligent	productive	
disciplined	intuitive	quest for perfection	

Ex. 4 | Life plan explorations - sketches of possibilities

Take some time to think about the 3 questions below. Approach them with an open mind, be creative and don't limit your thinking. Explore how you could create alternative lives to the one you are living now.

- What would you do if your current activities were not necessary anymore and you had to start from zero? E.g. AI completely took over your job.
- What would you do if the world was 100% inclusive and therefore you wouldn't experience any limitations anymore due to your visual impairment?
- What would you do if you had all the money and time of the world and no one would laugh at or judge you?

Of course there is only one life to live. But in these alternative lives you might identify activities you should explore, include and fit in your current life.

Books to read

[Mindset: the new psychology of success, Carole Dweck](#)

[The 8 traits successful people have in common, Richard St. John](#)

[Designing your life, Bill Burnett & Dave Evans](#)

Check a video on Youtube by the author [here](#)

Interesting person to follow

[Prof. Dr. Andrew Huberman](#) is an American neuroscientist who has made numerous contributions to the fields of brain development, brain plasticity and neural regeneration. A large amount of that work focused on the visual system. He is a very inspiring researcher and provides concrete tools to develop a growth mindset. Check his work on www.hubermanlab.com and listen to an interesting podcast [here](#).

rien à voir

Interested in learning more about my non-profit organisation?

[Check us out on facebook](#)

Karl Meesters +32 476 28 84 20 karlmeesters@gmail.com

www.rienavoir.com