

Developing Your Transition Strategy

Over the years, as a HR Director, I've taken various tools to discover personality insights. I've even facilitated sessions, leading discussions on how to better understand why we do what we do and when we do it. Whether it's Myers-Briggs, CORE, DISC, or any of the other tools, each is designed to help you delve into your strengths and opportunities (I hate the word weaknesses).

Whichever you choose, they are all designed to give you a better understanding of how you relate and react to others. But just like any tool, it's only as good as how you use it. I attended a HR webinar on branding a couple of weeks ago. The presenter suggested that we utilize the information from these tools in plotting transition strategies.

One of the first suggestions I give just about every person I chat with is to list their likes and dislikes in work environments, life preferences, and just about anything related to work. I call it a perpetual brainstorming session. It's taped to the frig and becomes a running list that continually grows. The spouse can add to the list. Make it a family affair. What a great way to get the whole family involved in the transition.

This then becomes a tool along with the strengths from the personality insights that can help guide you in the development of your transition strategy. You are defining what kind of career you want – what type of work, how much travel, remote vs in-office, travel. The parameters can be brought into focus. Your job search then become targeted rather than scatter-shot. The opportunity of securing a job that you like and feel satisfied grows as your search has purpose as defined by this internal research into you.

This internal research blended with the external research into the market and potential companies lead to success. Don't skimp on either. You will benefit in the long run. Best wishes,

Kitty

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