

Experiments & Baby Steps

Designing Your Way Forward in a Changing World



Berkeley
UNIVERSITY OF CALIFORNIA

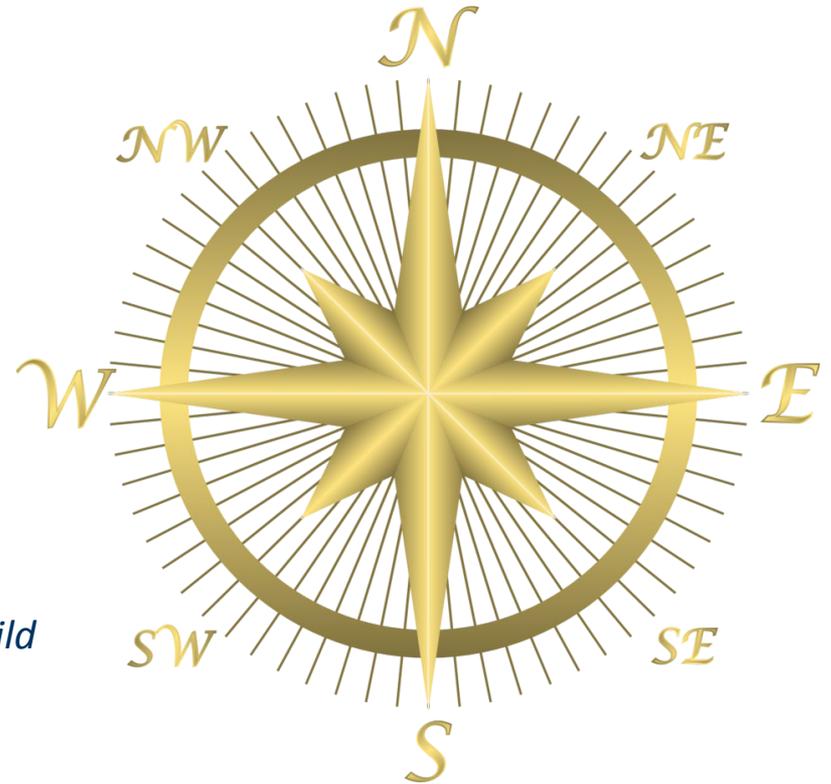
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Terrie Moore
Susan Hagstrom

Building Your Compass

“A coherent life is one lived in such a way that you can clearly connect the dots between three things:

- *Who you are*
- *What you believe*
- *What you are doing”*

Burnett & Evans, *Designing Your Life: How to Build a Well-Lived, Joyful Life*. 2018, Knopf, p. 32



Why This Workshop Today?



- This is a time of **change, change and more change!**
- When so much outside of ourselves is in flux, having an **internal compass** to guide us is more important than ever.
- “**Design thinking**” tools can help us pay attention to our career goals in a flexible, positive way.

Design Thinking in Life



Applying the innovation principles of design thinking to the **wicked problem** of designing your life...

- What you want to be next as you continue growing

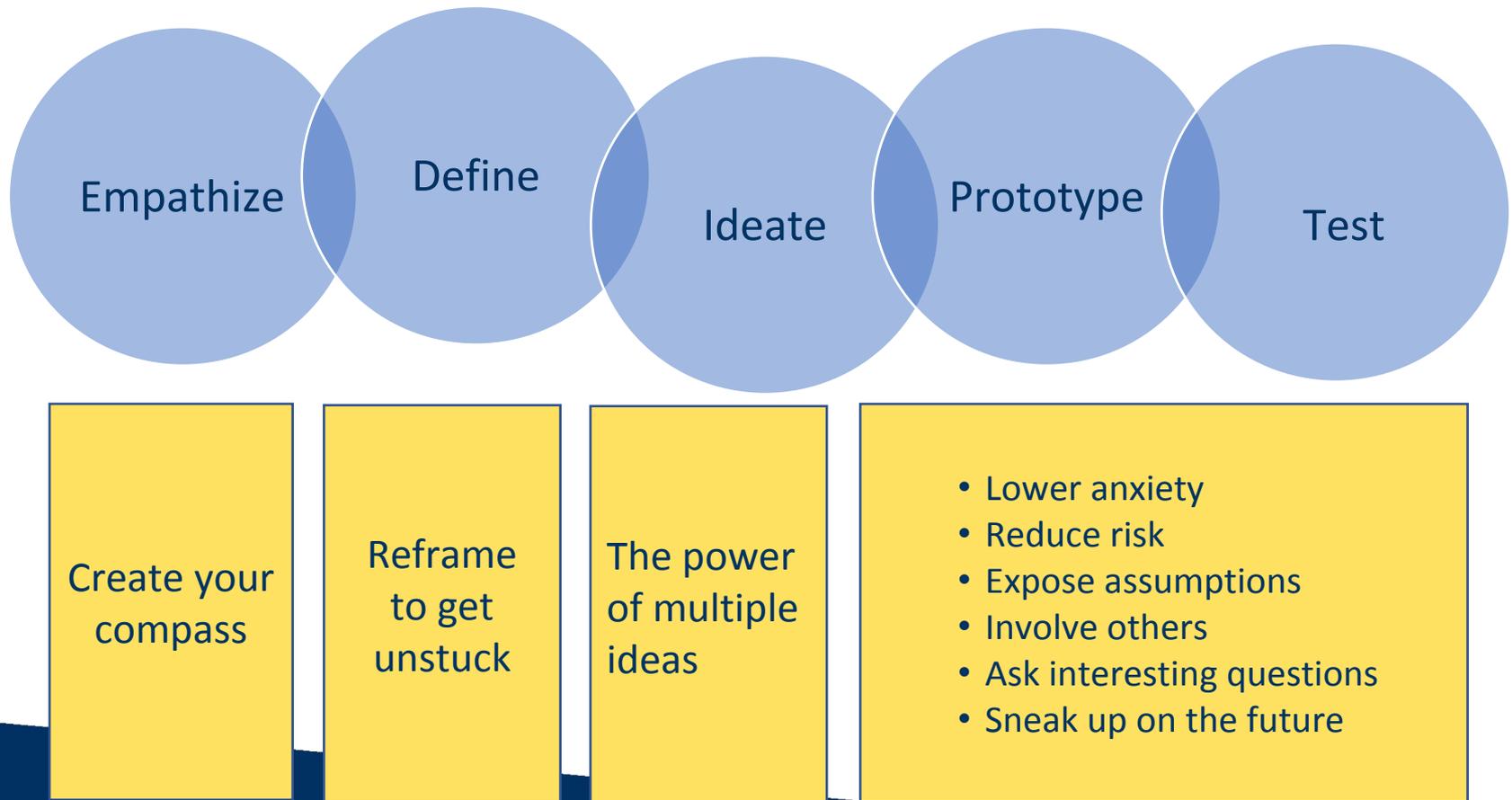
5 Mind-sets of Design Thinking



Be curious	<i>Curiosity invites exploration</i>
Try stuff	<i>Bias to action</i>
Reframe problems	<i>Expose assumptions & open up new solution spaces</i>
Ask for help	<i>Radical collaboration</i>
Know it's a process	<i>Your first idea may not be the endpoint</i>

Source: Burnett & Evans, *Designing Your Life: How to Build a Well-Lived, Joyful Life*. 2018, Knopf

Design Thinking Flow



What Makes Up Your Compass?

Skills I Enjoy Using

Important
Experiences

Values

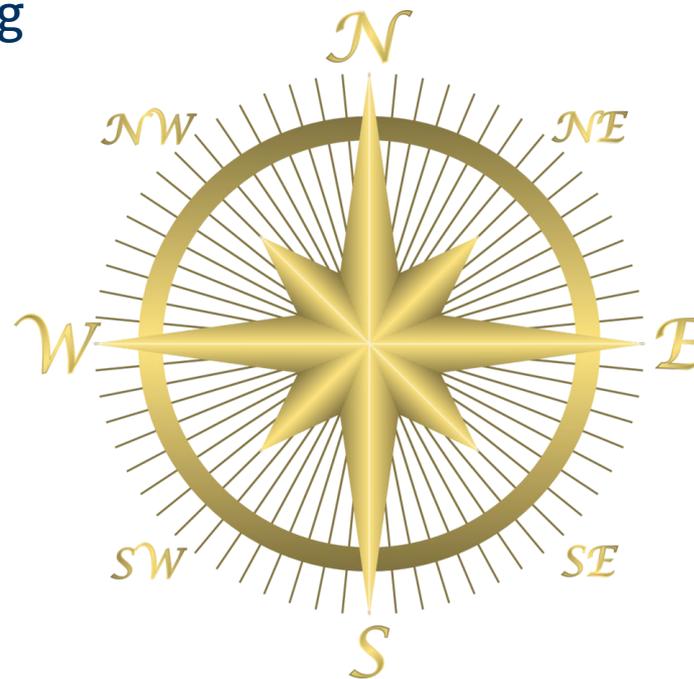
Interests

Goals

Personality

Dreams

Legacy



The Function of Values in Career

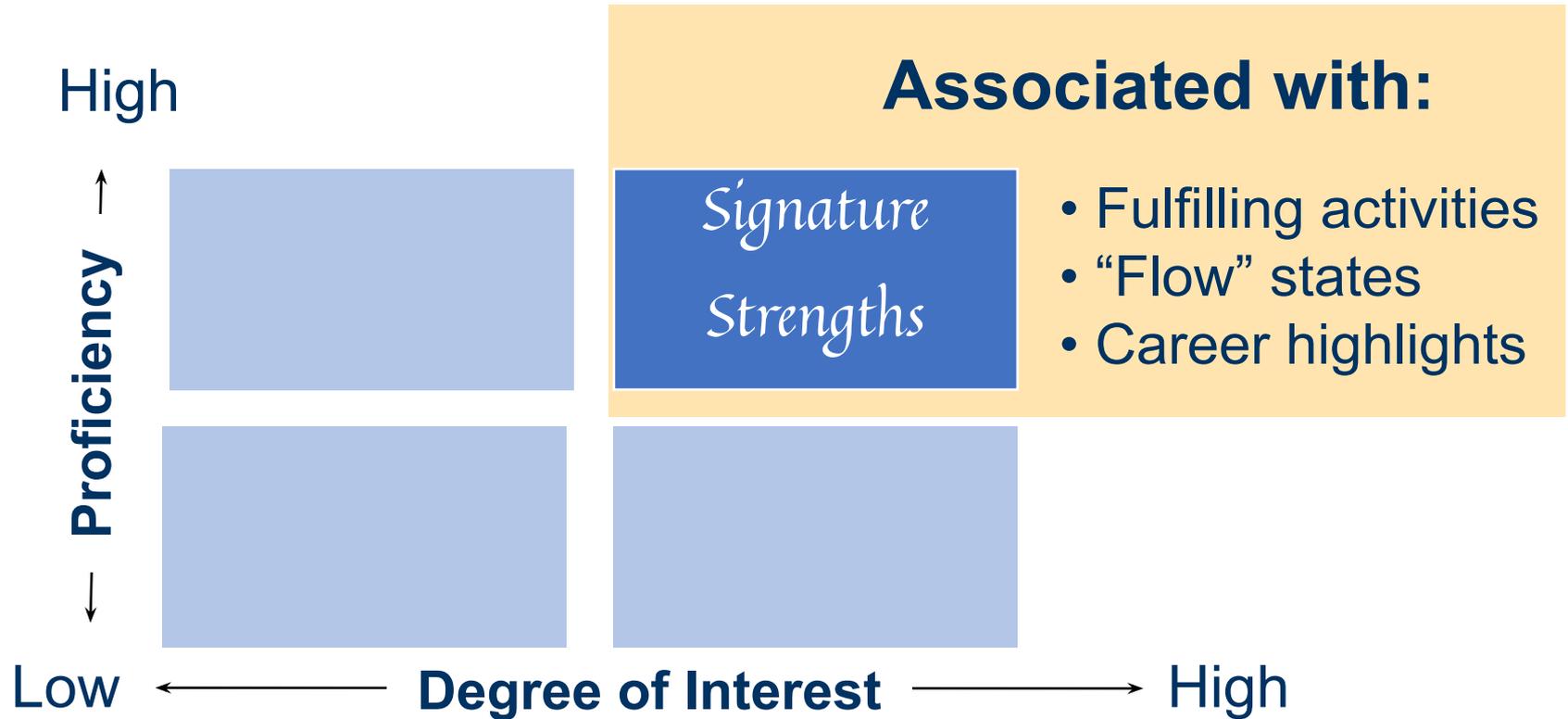
- Pervasive, enduring guiding principles or “personal filters” that help us prioritize our goals
- The “emotional salary” of work, lending it meaning, purpose, and a sense of well-being

*Happiness is when what you think,
what you say, and what you do are
in harmony.*

Mahatma Gandhi



Skills You Enjoy Using



Your Compass

Aligning Who You Are, What You Believe, & What You Do

Skills I Enjoy Using

Important Experiences

Values

Interests

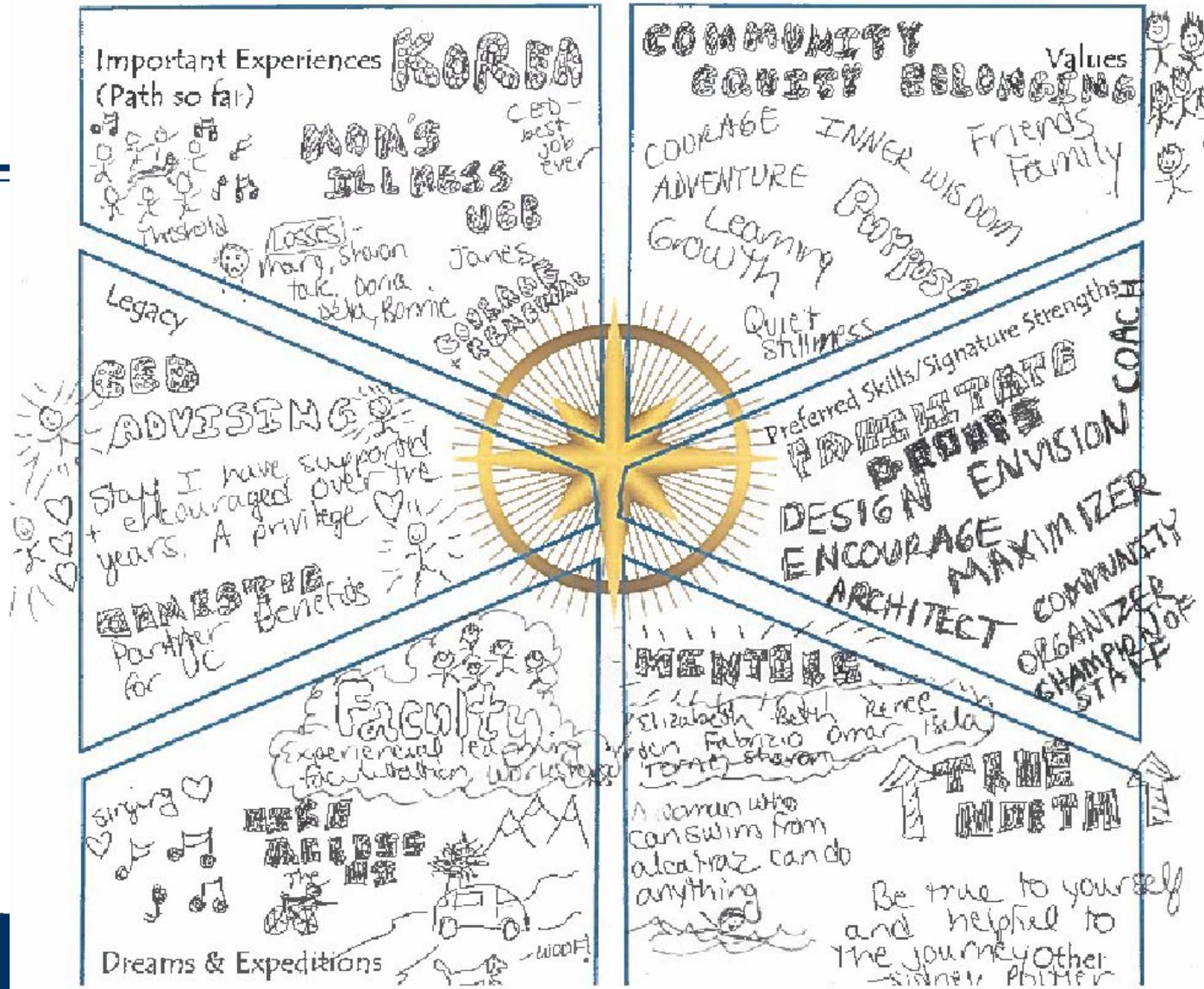
Goals & Dreams

Personality



Next
Opportunity at
Work **2020**
Envision Your Future

Susan's Compass



The Power of Multiple Ideas

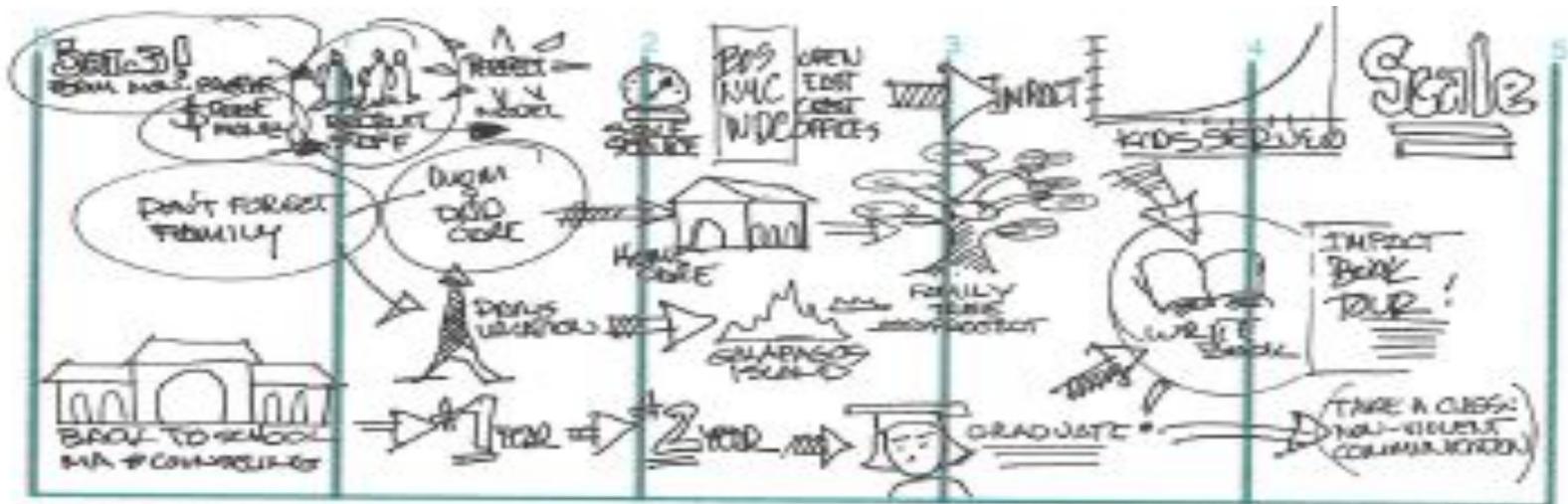
“You don’t want to start with just one idea, or you’re likely to get stuck with it.”

3 Ideas - possible futures

They can be any of the following...

- Your current path expanded forward
- An alternate route you’ve been considering
- A “dream expedition”
- A “wild card”

Possible Future Example



Alternative Plan # 2



Use what I know - HELPING KIDS!
 1. WILL SKILLS TRANSLATE?
 2. CAN I REALLY HELP KIDS?
 3. WILL THIS BE MEANINGFUL?

Questions

1. "Will my skills translate to the nonprofit world?"
2. "Can I really help at-risk kids with a nonprofit?"
3. "Will this be meaningful?"

Multiple Ideas and One to Practice With



Take 2 minutes to write down 3 different ideas about futures you could pursue.
Place an “X” to the right of the idea that you will work with for the rest of this workshop.

3 Ideas - “Possible Futures”		Which idea will you work with today? 
1		
2		
3		

Your Possible Future



- Where are you?
- Who are you with?
- What types of activities are you engaged in and why?
- What skills are you using?
- How does it feel to be in this possible future, doing what you are doing?
- What other details seem important to you?

Your Possible Future: Dashboard Indicators



Give your “possible future” a title:

Given what you know right now, how would you gauge this possible future on each of the following?

RESOURCES

To what degree do you have access to the necessary resources?

0 100

A horizontal yellow bar with a black outline, representing a scale from 0 to 100 for the Resources indicator.

I LIKE IT

How much does this possible future appeal to you?

Cold Hot

A horizontal yellow bar with a black outline, representing a scale from Cold to Hot for the I Like It indicator.

CONFIDENCE

How confident are you that you would succeed

Empty Full

A horizontal yellow bar with a black outline, representing a scale from Empty to Full for the Confidence indicator.

COHERENCE

How aligned is this possible future with the values, skills, and other “compass points?”

0 100

A horizontal yellow bar with a black outline, representing a scale from 0 to 100 for the Coherence indicator.

Taking Steps

Only by taking action can we build our way forward.



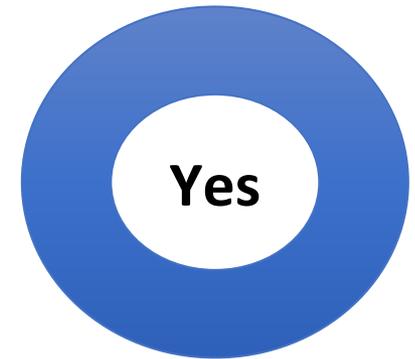
"We **prototype** to ask good questions, create experiences, reveal our assumptions, fail fast, fail forward, sneak up on the future, and build empathy for ourselves and others."

Burnett & Evans. *The Designing Your Life Workbook*, p. 103.

Prototyping Answers *Questions*

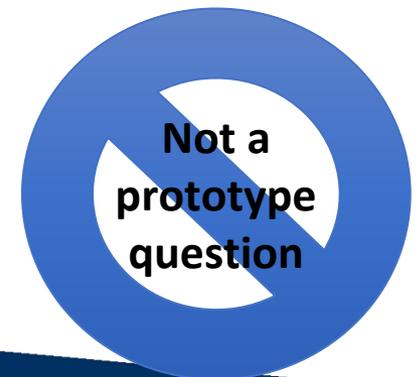
Better questions generate more helpful prototyping

- For example...
 - What's the experience like of doing this work?
 - How would this “possible future” align with my important skills & values?
 - What are the trends in this field?
 - What changes are anticipated due current events?



“Should I do “x” is a decision, not a prototyping question

- We can make decisions based on what we learn by prototyping, but we can't “prototype” a decision



Two Ways to Prototype



Prototypes are actions you can take to develop answers to the questions raised by your “possible future”

- Talk with people who are doing it
- “Live, embodied experiences”

What Do You Want to Know About Your Possible Future?

Step A

What questions are raised by this idea for a possible future, and by the dashboard indicators?

Would my skills translate to working as an ombudsperson?

EXAMPLE

Generate Ways to Prototype



Write down MANY ways you can find out more about your question

- Aim for at least 5 ways to learn more by prototyping
- Use the resource list as a starting point, but don't be confined by it

Talk with people who are doing "x"

"Live, embodied experiences"

List Your Prototyping Experiments



Step A

Step B

What questions are raised by this idea for a possible future, and by the dashboard indicators?	List ways you could address these questions. Who could you talk with? What small, actionable experiments could you run to explore this idea?
Would my skills translate to working as an ombudsperson?	<p><i>EXAMPLE</i></p> <ul style="list-style-type: none">*Ask a UC Berkeley ombudsman for coffee. See if they've ever thought of offering a fellowship.*Look in LinkedIn Learning for courses on mediation and ombuds topics.*Join the mailing list of the IOA (professional org.).*Contact the local chapter for volunteer opportunities.*Ask Jose to introduce me to his sister, an ombudsperson.

When the Going Gets Tough...

Your Roadside Service & Safety Resources



Reframe beliefs

- Notice silver linings
- Self-talk
- “Failing forward” toward success



Take action

- Get information
- DO what you CAN do

Travel together

- Who's your community?
- Where do you get encouragement?
Accountability?

Your Roadside Service Strategies



What *inspiration, tools, habits, actions, incentives, supporters, and resources* will you reach for when you encounter obstacles in your career journey. On the worksheet, write down things you can do and support you can access when you feel stuck.

Your Next Steps

Record between 2 & 5 simple actions you will take in the next two weeks:

- What will you do?
- By when?
- Who can help you stay accountable?

Remember, “Set the bar low, and clear it!”

Thank You



Susan Hagstrom

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