Experiments & Baby Steps
Designing Your Way Forward in a Changing World

Next Opportunity at Work 2020
Envision Your Future

Presenters:
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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

<table>
<thead>
<tr>
<th>Mind-set</th>
<th>Description</th>
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<tbody>
<tr>
<td>Be curious</td>
<td>Curiosity invites exploration</td>
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<tr>
<td>Try stuff</td>
<td>Bias to action</td>
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<tr>
<td>Reframe problems</td>
<td>Expose assumptions &amp; open up new solution spaces</td>
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<td>Ask for help</td>
<td>Radical collaboration</td>
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<td>Know it’s a process</td>
<td>Your first idea may not be the endpoint</td>
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Source: Burnett & Evans, *Designing Your Life: How to Build a Well-Lived, Joyful Life*. 2018, Knopf
Design Thinking Flow

1. **Empathize**
   - Create your compass
   - Reframe to get unstuck

2. **Define**
   - The power of multiple ideas

3. **Ideate**
   - Lower anxiety
   - Reduce risk
   - Expose assumptions
   - Involve others
   - Ask interesting questions
   - Sneak up on the future

4. **Prototype**

5. **Test**

Adapted from the Stanford Life Design Lab
What Makes Up Your Compass?

Skills I Enjoy Using
Values
Goals
Dreams

Important Experiences

Interests
Personality
Legacy

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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

- Fulfilling activities
- “Flow” states
- Career highlights
Your Compass
Aligning Who You Are, What You Believe, & What You Do

Skills I Enjoy Using

Important Experiences

Values

Interests

Goals & Dreams

Personality

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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

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.

<table>
<thead>
<tr>
<th>3 Ideas - “Possible Futures”</th>
<th>Which idea will you work with today?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>⭐️</td>
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<tr>
<td>2</td>
<td></td>
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<tr>
<td>3</td>
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</table>
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?

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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?

I LIKE IT
How much does this possible future appeal to you?

CONFIDENCE
How confident are you that you would succeed

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

- RESOURCES: 0-100 scale
- I LIKE IT: Cold to Hot scale
- CONFIDENCE: Empty to Full scale
- COHERENCE: 0-100 scale
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.”

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**

<table>
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<tr>
<th>Step A</th>
<th>Step B</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>What questions are raised by this idea for a possible future, and by the dashboard indicators?</strong></td>
<td><strong>List ways you could address these questions. Who could you talk with? What small, actional experiments could you run to explore this idea?</strong></td>
</tr>
</tbody>
</table>
| Would my skills translate to working as an ombudsperson? | *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.* |

*Example*
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

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