

YOUR DREAM JOB GET MOTIVATED

Hello everyone and welcome to this week's episode of Sky Is The Limit Radio this is Shermin one of your host and I am here today with one of the other co-host Wendy and Christa, hello ladies.

Hello Shermin this is Wendy glad to be here hello everyone.

And this is Christa hello Shermin and Wendy and a warm welcome to all of our listeners out there.

SHERMIN: We are thrilled to have Christopher Lawrence back as our guest on our show today for another interview on the important topic on how to find your dream job. Christopher is a certified coach practitioner who spends 10 plus years working in the corporate world with a fluffier of industries and companies and now coaches clients who are dissatisfied with the corporate status quote and how to find their dream jobs.

While in the corporate world Christopher focuses primarily more on planning strategy and leadership change management and communication where he worked with the 5 generations now and the work force. We are delighted to have Christopher on our show from the first time back in April when we talked about the importance of listening to your inner voice in order to discover your ideal job and now will take you a step further with figuring out how to get motivated and actually take your first step towards your dream job.

If you missed any part of the first interview can go back to [blog talk radio .com/sky is the limit](http://blogtalkradio.com/skyisthelimit) and listen to it on our archive show page its worth a listen.

In addition to being a certified master coach practitioner Christopher is also a trainer and a facilitator and also a passionate public speaker who truly cares about the success of each and every single person he comes into contact with, after spending 10 years as a active alumni and 5 plus years as chairperson of an academic advisory committee at a local college and 5 plus years as president of a condominium corporation Christopher developed a huge passion for not only formal education but also experiential learning,

Education that comes from living life through this experience is able to identify a leverage personal experience into something solid tangible and spiritual.

Today Christopher is going to give us some helpful tip on how we can discover our true strength in order to find our dream job, welcome to Sky is the limit Christopher we are so glad to have you on our show again today.

CHRISTOPHER: Thank you very much and I am very glad to be back.

SHERMAIN: Great awesome.

CHRISTA: So Christopher let's just jump right into this interview how are people motivated what are the triggers that motivate people.

CHRISTOPHER: I think this is really important for people to understand because it might not be what you think it is the fascinating this is that we particularly as coaches we are so focused on the future and making sure that we are hitting those goals and really motivating those people and thinking about the dream about where they would like to be.

What the study shows that only one third of our brain is motivated towards what we want, two thirds of our brain is motivated towards what we don't want so we have to use stick and carriage to get motivated.

CHRISTA: That's fascinating I have never heard that what kind of study is this?

CHRISTOPHER: This was from I am trying to remember the source of it, this was on if you look up the BMI podcast this was done by Ivan Minisener I believe,

CHRISTA: Oh okay I would definitely would like to look that up that's a fascinating new finding 2/3 of our brain is dedicated to things that we don't want so most people focus on the negative rather than then on the positive.

CHRISTOPHER: Basically what the study is saying is that if you want to reach a certain goal part of that a large part of that is understanding what is dissatisfying about the status quo, so what is so uncomfortable about what is where we are today but we have to change and that's kind of what motivate us.

When you think about the old phrase people run faster scared than they do angry, the angry person is running towards something that they want but the one who is scared runs faster because they are running from something that they don't want, so this kind of that same language.

CHRISTA: So the trigger does the motivation for us to find our new job that new job is because we are dissatisfied in what we are doing.

CHRISTOPHER: That's correct.

CHRISTA: That is very interesting.

CHRISTOPHER: Even if it just a change in the current job right even just a change in the current job to get motivated to learn how to negotiate and sort of stand your ground and influence where you are sometimes that is what it is about too.

SHERMAIN: Right it is a situation your current job is what is important it is amazing to me but that's so true I totally relate to what you are saying Christopher, it is amazing that we have to be dissatisfied a lot of times before we can get motivated to create a positive change in our situation as long as we are not dissatisfied enough even if we are dissatisfied somewhat we rather stick with you know the negative that we know than the unknown, isn't that right?

CHRISTOPHER: That's exactly it, what is interesting about this actually is when you look at the methodology behind change management right, so we trying to manage change in our organization which is really all about getting people to buy into the change so that it is successful and it saves money.

One of the boxes that you build in, in your plan is literally around what is so bad about the way it is today that people see the need for change.

SHERMIN: And then the other part of it is that we don't want to think about that stuff so we kind of totally boxing our self in because we are really dissatisfied but we are not dissatisfied enough and we don't really want to feel really bad we don't want to look too closely at being dissatisfied. This is the part where we actually gang up on them to do something about it.

So my question is about strength and weaknesses because you talked about that. let's recap what is a true strength and what is a true weakness and how do we work with those.

CHRISTOPHER: Great question and it ties right back into that piece that motivates us so the true strength is something may be it is has nothing to what we are good at but it has to do with something that makes us feel strong right.

When I started public speaking I was terrible at it but I knew that every time I did it I felt amazing so I didn't have to be good at it but I could see myself getting better at it and that's a mark of a true strength it is something that makes you feel strong or something that full fills you might not be good at it yet.

True weakness on the other hand is something that makes you feel weak so I will give you a perfect example, data entry most of us at some point in our lives is that we worked in an office or gone to school have some experience with data entry and for me I am very good at it, but at the end of the day with data entry I am so drained it is not fulfilling for me at all and so that's a mark of a true weakness it is something that maybe you are good at maybe you are not.

But either way when you get home at the end of the day you are just like if I didn't have to do that again that would be a good day.

SHERMAIN: So that's I can see a real glimpse there so basically if you feel drained even though you are very good at doing something that's not necessarily it's okay to be want to focus on something that feels good and even if you are not good at it yet. Right.

CHRISTOPHER: Agreed.

SHERMAIN: I think that's a big part of it permission, right to give yourself the permission even though I am not good at it because I think that is what happens in peoples mind well I am not good at that so let me just forget about that, I am good at this so this is my thing so I need to just accept this but it is the feeling about it that is really important to have that guide your actions, correct?

CHRISOPHER: That's correct and if you can't see yourself getting better at it then it is a hobby maybe it is something that gives you strength but you can't see yourself getting good enough of it to make money then it is a hobby.

SHERMAIN: Then you just do it and enjoy it.

CHRISTOPHER: Exactly, exactly and this ties right in to the motivation piece because you know you want to move away from the things that makes you feel weak and things that you find unfulfilling and towards the things that makes you feel strong or the things that you find fulfilling.

SHERMAIN: Exactly, exactly Wendy.

WENDY: On the other hand you might not realize you can't do something or can do something it is kind of like you don't know you don't know kind of a thing, so how do you, how do someone that you help, how do you help them discover what their true strength are if they may not even know it.

CHRISTOPHER: This is a great question and so I think what might be helpful if I walked some of your listeners through the three quick steps here around how you can start doing this on your own I think when you are in a coaching relationship you get a broader experience but if you are just at home listening thinking how do I do this I got 3 key steps would that be okay with you.

WENDY: Oh yes that would be great, absolutely.

CHRISTOPHER: Great, so here is what I would do take stock of what you know for sure and cause what get a lot of it and when you go back to that motivation piece what I get a lot of in my office and what I start to see people are like I don't know what I want to do but I know I don't want to do that anymore.

So we have to start with that because we know something for sure we know you don't want to do data entry maybe or maybe in some people's cases public speaking, right but we don't know necessarily what they want to go towards, so what I will do is I will go grab your resume I would beef it up I would put everything that you have ever done on it turn.

So it more into like a CD curriculum and put everything all of your academics all of your volunteer work all of your jobs maybe you are a home maker I don't know if that is politically correct anymore, stay at home parent and you want to enter back into the work force put all of that down put everything that you can think of that you did as your key responsibility it doesn't matter what your experience was and then go through your resume or you can do this day to day right.

And you can take stock of what you actually did and which ones did you go towards naturally and which ones did you avoid, right and then you can ask yourself did I avoid that one because I have time to think about it or did I avoid it because I just hate doing it right and you can do this with your resume.

Which if these if I had more of you know task A you know if we are looking at jobs job 1 task A which you know task A if I had more of that in my life would that make for a better day or worst day and you can literally go through and basically you know check things off so that's kind of the first step is that you go through this.

The second step is taking stock of all of those task so to compile all of the things that you know day to day or whether you go through your resume compile all of the things that gee I wish I had more of this and compile all of these thing like gee, I wish I had a whole lot less of this and then so compile it and look at it and then the third thing is to look at pattern, right so what you end up with is this really broad menu of task right and then so I give an example.

Sometimes people comes into my office and they are like hey, I really like organizing that's a strength of mine okay great, so you want to organize my basement you want to organize electronic file you want to organize paper files you want to organize somebody's back yard for landscaping organization is a very broad thing the idea is we need to get specific and so you look for patterns and say which of these organizational things that I do that I like and which didn't I. And that's kind of the first step I hope I am being clear I try I hope you guys will let me know if I am not.

WENDY: I am actually thinking about a friend of mine who has recently been laid off her job for I think 2 or 3 months now and she is trying to figure out how she can replace that and so this is very helpful I can actually offer her this recording once it is out and it will be very helpful for her, thank you.

CHRISTOPHER: Great.

WENDY: Christa you have another question.

CHRISTA: This is very interesting and I personally have gone through this not to this detail of you just describe Christopher but it is amazing when you sit down and you take a look at your resume some of the things that you discovered that you may not have thought about before like some of your strength and what makes you so good and what you think you good at so this is really an excellent tip on how to discover your strength.

Now once you have gone through this exercise, how does this translate into find your dream job?

CHRISTOPHER: Great question so what I usually take my clients through once you have gone through this and we cut into these first 3 steps and once you sort of identify some pattern you end up with a broad menu of choices and what you can do is you can summarize these into a few statements so give you an example.

I know that I like working with people but I probably hear that from almost every client that I have there is a couple that say no that's not my thing so I hear that from client that I have so I need to get specific enough in terms of my broad menu of choices when I am looking for pattern in what ways do I like working with people, so for some people that comes out of customer service.

Okay customer service in what sense do you want to deal with people who have you know who are having issues you know maybe you are at a hotel or in a restaurant you so you like deal with customer complaint because you know you can make them happy every single time right, or do you like dealing with people in the sense that you know you want to be a coach or maybe you want to be a leader for a team of document control specialist like it doesn't matter what it is none of them are better or worst it's just that in which act that you feel strongest once you have done that you will end up into a few statements so give you an example.

One of mine and it is going to sound very broad, one of mine is I would like or sorry, one of my strength is facilitating change in people that allows them to live their best lives. It is very broad it is very not specific but I know what that means because the case to very one of these statements is kind of unsaid or you can actually write it down as you know facilitating change in people in a way that allows them to live their best lives (in the way that it is most meaningful to me).

So I know because I have done my broad menu already I already know that that comes is speaking in public and things that I am comfortable speaking in particularly in the realm of self improvement right so that's a very specific statement and I can even break it down even further than that I don't know that I need to for today, but the idea is I know what that means and that becomes a filter for me so I end up from all of these things that makes me feel strong I might end up with 3 key statements around.

Okay facilitating changes in this way right speaking in public in this way whatever it is right on which subject in which way and in ways that are meaningful for me that becomes a filter every time I go to look for a new job or every time I look to evolve the job that I am in. so we see this and you can do the same one the weakness side where you end up with 2 or 3 key statements about things that you rather not do again.

You know so for me repetitive work that is the same day to day, well I have some of that in my job because I meet with clients everyday and we talk about similar things and the caviar again is in ways that are meaning to me, so I already know because of this broad menu exercise with my resume and my day to day task I know what that means for me and when I go to look for a new job, I got involve the job that I am in these sort of 4 to 6 statement some are strength some are weaknesses they become a filter for me and it's like if the job I am looking for doesn't meet that filter probably not a great match for me.

CHRISTA: That's very interesting so you would screen your jobs that you are looking for jobs you would screen them based on the filters that you have identified.

CHRISTOPHER: Absolutely even if I was am looking to involve the job that I was in I would do that and it sounds kind of interesting but you know depending on the market that you are in you have an opportunity to interview and I encourage all people to do this.

The interview is not meant to be one way and neither is your performance review right so if you are staying with the same job this is a 2 way street and not just about hey I hate that and get that off my plate because what you end up with will likely not be something that you necessarily will want either right so the idea is that you have more influence when you walk through it and then you can say to the potential interviewer or to your potential job or to your current boss.

You know here is the thing that really makes me tick I am curious about those opportunity for that and here is some specific tasks that I think that would resonate well with me, I can tell you how many times people get jobs yet they read the job description and they go through the interview they see what the offer and they are like wow, this is amazing and then they get into the day to day stuff and they are like wow and maybe there is a title too right, its lie your are title shopping salary shopping.

Wow, I am a manager now so now that I am a manger and that's a good title to have truthfully if you were a manager that had to go count every blade of grass you know on block ABC is it worth it to you just for the title.

CHRISTA: I imagine this conversation is probably more difficult with your current boss than it would be when you go for a new interview for a new job.

CHRISTOPHER: It is interesting that you say that, I think it is harder for people in the interviewing position to feel brave enough to ask the question because they are looking for the job for a reason and quite often they want to be yes people so they say yes to whatever because they want the job.

I find it at least with my clients it tends to be easier to influence them where they currently are and start to take small risk to have the conversation with their current boss because there is are at the level of rapport established and it is just about teaching them you know that you do have the opportunity to influence and actually the people that do are usually the ones that move up into the company faster.

WENDY: That makes a lot of sense.

CHRISTOPHER: you know it is about understanding risk like what is the worst that can happen when you have to see that, I think it could happen on either side where I see most of the fear is to the people that are applying for new job because they are so scared they won't get it.

Getting an opportunity for a job is personal validation right so people place value on it so they are a lot scared to influence in the interview process which is fascinating, my last interview that I had it was an hour and a half long, forty five minutes of that is me asking them questions and I let them know before I go in I am going to ask you as many questions as you ask me so book the time appropriately.

(inaudible) go ahead Christa, Shermain you have a question? Sorry.

SHERMAIN: I was just saying that's all fantastic advice Christopher I just really love the idea of about coming up with kind of your own mission statement almost key statement that you can share at any job or task again to make sure that your are really following what it is that would be the right fit for you and finding the right fit so that's a great tip, I really appreciate that and I love what you say about title shopping and salary shopping. A healthy way to progress that puts it in perspective a lot so thank you for that also.

Now once you find your dream job the big question is now how do you sustain it because things always change you know you figure out what you want but the world doesn't just stay in that you know where you want it to be everything is constantly changing how do you sustain this I would suspect this is ongoing process that you have to do with yourself.

CHRISTOPHER: Yes absolutely so as things change around us we also have to evolve as people and I think that where those filters really come in handy and like I said key being you know facilitating change in I am giving you my example right facilitating change in people help them live their best lives in a way that is meaningful for me the way that is meaningful for me might shift and change over time, but the core of it will never change.

For me as a person that is something that I will always be done to some degree and maybe not aware of it until the last few years right, so the idea is as things change around us or as we change you might tweak those filters a little bit but they stay the same and if things change in your job again the idea is to say you know may be your boss comes in and say you are going to take this, blah, blah there you go.

Dump and run right that happens to all of us it happens even when you own your own business it happens to you right you get client who comes in and say this is what I want to work on this way, oh wow okay. My job is to be where you are so let's do that for a while and see how you do best.

The whole point is instead of just saying yes and then turning around rolling your eyes getting frustrated or saying yes because of you are like me it is just nice to be asked so you are excited anyway whether it is a good task or not for you are just excited hey they identified me and I am happy. The idea is to say I am sure if that's the best fit for me but here is what I am willing to do.

Why don't I take this on as a trial and this is even when you are influencing gee I don't know if I want that so I don't want to commit to the boss you know maybe you are asking for it I don't know if I want to commit to it because I don't know if I am going to like it put that word trial in front of everything.

I would like to do this as a trial for 90 days right or if you know that you don't like data entry and your boss comes along and say guess what we are giving you data entry because you say you got extra time and whatever you know, you know what great I am going to do that as a trial for 90 days I just want to remind you my key influence are fear this is where I am most motivated so data entry is something I recognize the company needs but it is not something that makes me feel strong.

And the idea is to do this as a trial keep adding that word in from if it and the other piece is work with a coach for 6 months to a year who specializes in these areas after a year of working with a coach on these stuff you will never be able to think the old way again you will feel so strong and be able to influence where ever you go and whatever market you are in.

SHERMAIN: Well it sound to me like it is all about permission you know giving yourself permission to do, to look for something better that is not accepting as you say, oh great to be asked to say yes to everything but being opening to feel your way to what's better for yourself and for the world in the end.

We are actually almost out of time we would like to hear any of your special programs to have how listeners can get a hold of you just to hear more of what you got to say to the audience.

CHRISTOPHER: Absolutely, so you can check out my website change my life coaching .ca it is a.ca because I am up here in Canada I think if you type .com it will work but it is definitely a .ca so its change my life coaching.ca and I still run find your dream job now seminars and I also run a mastermind that is a little bit more close knit group and we go through and we kind of help people overcome those obstacles in a smaller settings and then the other piece I still work with clients one on one and it doesn't matter how many I take on because my clients have access to me almost 24/7 because life happens and they need me when stuff is happening not just you know once or twice a month.

CHRISTA: Alright thanks very much so much Christopher you were just full of advice for our listeners today this was a fantastic show and I hope we can have you come back.

CHRISTOPHER: Thank you.

I want to thank you for tuning in again today for sky is the limit in learning about (inaudible) in find your dream job, or to get more information please follow us at face book.com sky is the limit radio or you can visit us at our website at www.skyisthelimitradio and stay up to date with all the good programs we have coming your way until next time everyone and remember sky is the limit have a great week everyone, bye.

Christopher is the CEO and Founder of Change My Life Coaching — a fast growing whole-life coaching company, and the only one of it's kind. He is also the author of "Go Beyond Passion: Discover Your Dream Job" [<http://www.changemylifecoaching.ca/book/>]. Christopher spent 10+ years working in the corporate world with a plethora of industries and companies. His focus was primarily in planning, strategy, and leadership of change management and communication. Christopher is a Certified Master Coach Practitioner (CMCP), trainer and facilitator, and a passionate public speaker who truly cares about the success of each and every single person he comes into contact with. You can reach him at Christopher@ChangeMyLifeCoaching.ca.