

# Crossroads

*A career  
positioning  
system*

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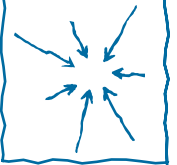
# Stuck at the *Crossroads*

Others can't get beyond the crossroads; they feel caught in confusion and indecision. They can't see any options or they struggle with the options they do see. They feel unable to choose, so they do nothing. If you find yourself in this place, don't be discouraged; this is a normal reaction.

You may be struggling for many reasons . . .

- ☐ **conflicting thoughts** – you may enjoy parts of your job very much but dislike others.
- ☐ **identity** – your identity is intertwined with your position or career.
- ☐ **loyalty** - you don't want to be “disloyal” to your co-workers or your company.
- ☐ **fear** - you may be unsure of the future and don't want to risk the security you enjoy.
- ☐ **pressure** - you may be feeling pressure from others who want you to stay or go.
- ☐ **busyness** - you may be so busy that you just don't have the time to deal with the question.
- ☐ **not enough information** - you may not have all the facts you need to make a good decision.
- ☐ **depression** - you may be depressed and everything seems out of focus.
- ☐ **procrastination** - you may tend to put things off, including decisions.
- ☐ **unsure of what to do** - you may not know how to sort out your options.





# Seven Positioning *Perspectives*

This career positioning system uses a proven creative problem solving process, that is to look at any problem from multiple perspectives. Examine your current position, career field, and company from each of seven perspectives — match, balance, recognition, boundaries, direction, duration, risk.

1. Ask yourself the questions listed for each perspective, then record your thoughts. For each one, what is there that suggests you should stay the course? What is there that suggests moving in a new direction?
2. For each perspective, there is a signpost on which you may mark the degree to which you think this area points towards staying the course or moving in a new direction. Some areas may point to the possibility of both options; mark accordingly.
3. Review all seven sections and look for the big picture. Are any of these more important to you than others? As you look at these different perspectives, are there any clear patterns which would indicate staying the course or moving in a new direction?
4. With these in mind, evaluate and prioritize your options.
5. Decide what steps you will take in light of your findings.





# Recognition

Recognition is the sense you have that you matter, that you are significant, and that others acknowledge your work contributions in meaningful ways.

- Recognition may come in many different ways, both formal and informal. In what ways are you receiving recognition in your current work situation?
- Do you receive adequate financial rewards (wages and benefits)?
- Are your ideas recognized? What influence do you see yourself having upon your work situation? Do you feel that you are listened to?
- Do you receive verbal and written validation of your work by both peers and management?
- Are you supplied with sufficient resources to do your job well?
- Are you given opportunities for promotion?
- Are you satisfied with the level of recognition you are receiving?
- How have you checked your perceptions on this issue?

To what extent do your findings on this perspective point to staying the course or to moving in a new direction? Mark accordingly on each side. (1 = very weak to 5 = very strong):

5 4 3 2 1  
to stay the course



1 2 3 4 5  
to move in a new direction

COMMENTS:

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# CAREER CROSSROADS



## Reasons

*to stay the course*

**position:**

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**company:**

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**career field:**

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## Reasons

*to move in new directions*

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5 4 3 2 1  
to stay the course



1 2 3 4 5  
to move in a new direction