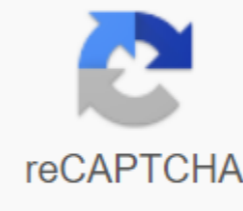




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I recently discussed career options with a friend considering a career change. During our conversation, he let slip that he hadn't had an actual interview in over seven years. He was a little worried about how he was going to do the interview. Which is understandable because the whole interview process is designed to make you as restless and uncomfortable as possible. And it's working. It makes us nervous. That's what makes us man. Why would you think that? Downloadable spreadsheet: TRANSFERABLE SKILLS The interview is really just telling people you don't know about you at the basic level. Who knows more about you than you do? Should be simple, right? It's strange how telling us about your skills and experiences makes us uncomfortable. So uncomfortable, it makes us freeze. Forget things that are committed to memory. For those of us who have been in the real world for a while, doing the same job in the same field, it is easy to understand how we can forget things. It is not that we literally forget, but that we have been doing it for so long that we take certain things for granted. We assume everyone knows that. While this may be true in some circumstances, during the interview you need to be able to tell people about things you take for granted and how it can help solve their problems and help their business grow. Each of us has a laundry list of things we can take with us from work to work, from company to company. These are born of our experiences and buried deep in each of us. But to be effective during an interview, you need to identify these things, give them a name and show how you use them in a new position. Let's call these things transferable or leveraged skill if you want. They are what got you where you are, and they are what takes you where you want to go. The mid-life transition it turned out that my friend's confession was just the tip of the iceberg, and the interview for a while wasn't the only thing he was excited about. He had been in the same business and for a very long time there was a real desire to move into a completely different field. He had also recently lost his parents and, with it, an invisible barrier to our own mortality. This invisible barrier protects us from the larger questions of life. Questions we can't even ask in younger age. We are so busy trying to move forward in our careers that the barrier prevents these issues so that we can focus on the goal. But when the barrier is down, we start to see how short life really is, and we start to doubt our place in it. So we start asking ourselves: Is this all I'm going to do for the rest of my life I hate my job, but how am I? Earn a similar living Why others get promoted, but not me These are big and powerful questions and they are all classic signs of a mid-life transition. And yes, I said the transition was against the more typical term crisis, because I believe that it is at this crossroads of our lives that we can make the most difference and have the greatest impact on ourselves and those around us. But it is in this season of our lives that we are finally ready to ask and eventually do a job that will help us find the answers to questions that were previously hidden behind an invisible barrier. The good news here is that the answers to these questions are our ability to understand and apply our transferable skills. Resistance The transition of middle age is normal. We should all go through it. When it happens, it varies between all of us, but the result of this process can help us get to the next season in our lives. Just because we've done one thing for most of our lives doesn't mean we should do the same thing for the rest of our lives. We can change our path. I think we have two options once we have reached this self-esteem or confidence point. Accept and stay OR Reframe and Transition Accept and Stay means just that. You're maintaining the status quo. You stay in the same job, probably in the same company, but if you don't, you stay in the same business. You choose comfort after the challenge. You choose complacency after an adventure. No, it's okay, it's okay. Because, as Judge Smalls said in Caddyshack, the world also needs ditch diggers. On the other hand, you can re-frame and move, see and believe. When you take this path, you say out loud that the status quo will no longer hold you back. You can't accept that. You don't want to be a ditch digger anymore. Referring to Steve Jobs' quote about standing in front of a mirror, you know something has to change, and choosing to see and believe that it means we're willing to work for change. Is that you? Choosing a re-frame is the key to achieving your goals. But it's not for the faint-hearted. It's scary. It requires answers to more difficult questions, such as how else do I earn my living. This is a question that keeps most of us away. Steven Pressfield in his book The War of art calls this a counter-war. Most people use this question as a reason not to move forward. They use it to accept and stay. After all, we must maintain our current way of life. Kids are going to college soon, we can't move them now that they're doing so well at school. They should leave all their friends. Does that sound familiar to you? If so, the Resistance will call you. I'm pulling you toward the ditch. I'll hand you a shovel. You want it? We could have a whole show talking. As much as now, but let's focus on the second half of the question. You don't know how part. Let me ask you something to help you get you in the right frame of mind. What if you got laid off tomorrow? What would you do? The money you need to maintain your current lifestyle just went to zero. Keep this situation in mind as we start thinking about our transferable skills and how we can use them to our advantage. What is transferable skill? The answer, as you might expect, is the right question. They are skills that we have acquired throughout our careers and our experiences that can be transferred or utilised more appropriately for new roles, positions or companies. These include leadership, delegation, coaching, attention to details, speaking a foreign language, handling customer complaints, leading suppliers. All these skills can be utilized in your next role. Our challenge is to recognize them from what they are, because for most of us they are almost habits and not the skill we think about. Seeing that we have leveraged skills is the first step in a mindset that allows us to see ourselves differently, to understand how we make a change, to understand how we add value in our daily working lives. Unfortunately, many people see themselves as a title or person in a particular role; program manager, product manager, operations manager. Is this filming you? When interviews ask tell us about yourself, do you start with I'm a program manager or what our current title happens to be at the time? I've said it before, and I'll say it again. We are more than a title or some other label that others give us. Instead, we are a walking bundle of skills that can be used in any situation. Can you become a business development manager for someone who has worked as a materials manager all his life? Definitely. But in order for this leap to be made, the material manager must resign from his current position. You have to see yourself differently. You're not a material manager. This is particularly true for those of us who have worked in one area for a long time. We're not a title. If you see this. You're in the right mindset, and you're starting to think you might become something else. You can become someone else. Skill ID and job description If you want to see this mindset in action, go to your favorite work board and drag a job description of the task you feel is valid, but you want to do. This is important. DO NOT drag the job description for your current title. It doesn't help you to go beyond your own self-dismissing beliefs. When you have a job description, scan it. In the description of skills, search for and highlight words or phrases; such as financial skills, management skills, skills, organisational skills, business skills. To show how skills are transferable, I'm going to walk through this description through the lens of a material manager who wants to become a business development manager. For this background, I have drawn a job description for the business development manager. Let's see how many skills there are between these two professions when we go through this together. Job description starts with a job description at the top. Do not scroll to the Roles and Responsibilities section yet. The business development manager's skills in the description include sales and customer service, teamwork, listening, problem solving and networking. Now some of you will stop as soon as you read the words bachelor's degree in accounting/finance, but that would be a mistake, because the next thing you know, or the discipline that comes with it. In this role, the real requirement is a bachelor's degree. In the majority of job books, the degree requirement is really more to keep the wrong applicants out instead of preventing qualified people from entering. A degree, no matter where it is most often, gets your foot in the door. And prevents the door from closing. Take me, for example. I have a degree in aeronautical engineering. Yet I've spent my entire career in industry. My degree opened the door. This job is also looking for someone with 3 years of experience in accounting or related surroundings. Some people read it and say, well, I don't have 3 years of accounting experience and move on to the next job. If you read it like this, you're not divorced from your current title or position, and that's a mistake. According to the posting, 3 years of experience in accounting or related environment is indeed 3 years of experience. It doesn't say three years of accounting work. Hopefully you'll start to see how this works and how these job descriptions are full of skills. Roles and responsibilities What other skills can we find? The first driving of roles and responsibilities is another skill. Can you develop and maintain an account? For example, a material manager maintains multiple accounts with vendors. What – Develop existing relationships – Material managers do this every day with their suppliers. I'm selling solutions, another skill. Because material managers see a broader picture, they can identify and present alternative solutions to common problems. Share information daily with team members – really? Are we doing it right? Especially the material manager. At least the one I've been working with has never been shy about sharing information. Maintain competitor knowledge – material managers are perhaps the best I've encountered knowing what competitors are Are you starting to see how the skills of a business development manager can be and how a materials manager implements them on a daily basis? Two very different roles with very similar skills. Qualifications This is another area in which we are looking for reasons not to move forward, to allow resistance and the status quo to take over. The first is a bachelor's degree in economics or accounting. Now, since the description states or other related discipline, they will tell you what they really want is a bachelor's degree. 3 years of experience, including customer experience and sales. Material managers all have customer experience, their customers may not buy the end product, but their customers are product managers, store floor and operations manager with whom they interact on a daily basis. They need to be able to sell their ideas and solutions. Skilled in multifunctionality and prioritisation, i.e. time management skills. They want time management skills. Material managers must be able to control their time. You do it every day, too. Your current role Now that we've gone through the job description and highlighted words and phrases related to skills, consider your current work. Think of examples when you presented your emphasis on skills. Those situations are the stories you tell during the interview. Telling a story ties it to how this skill can be used to help the company you're applying for. You need to re-frame all the skills you recognize and be able to relate them to the work you are looking for. What about skills you don't have? Let's talk about them for a second. Getting new skills Without a doubt, you will find the skills needed for a job you don't have. In terms of these special skills, you will not be able to relate your experiences to work. These are gaps in your experiences that you need to fill before you can make a change or turn. This is especially true if you want to make a complete career change; material management and software developer. There are many ways you can get these skills to fill the gaps you recognize, such as: going back to school and getting a degree. Go to vocational school to get a certain skill. It will take a little longer to get either option. Take classes online or at your local community college to get very specific skills like using Adobe Illustrator. Another way to get skills, and for me this is the best way because it does several things for you at once. Volunteering in your community. Volunteering does a lot of things to you. First of all, it shows your interest in the local community. It allows you to develop skills that you may not get the

opportunity to develop your work in your current company. It also offers you network and show your other skills in your organization. You may even be able to take the lead in the organization to further develop your leadership, organizational and multifunctional skills. However you approach it, you need to develop skills where you have gaps. But to know what you need to develop you need to know what you want to do next. The closure of this period, the transition, is essential for all of us. It gives us a chance at the old good redibury that we abandoned on the playing field of our youth. It's an opportunity to change our course, to do something different, to do something that fills us with pleasure and satisfaction. Of course, it's only if you decide to re-frame and move, see and believe. And if you decide to accept and stay... That's okay, because the world needs ditch diggers, too. QUESTION: What do you think about transferable skills? Can a material manager become a business development manager, or do you think we're locked in a career from the start? Start?

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