

Career and Life Vision

**Instructor: Andy Chan
Assistant Dean and Director
MBA Career Management Center
Stanford Graduate School of Business
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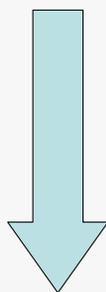
VISION

The ability to see your work and life in a way that is personally meaningful, stimulating, inspiring, and fulfilling and in alignment with who you are.

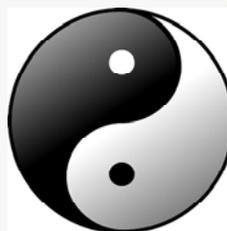


Vision – 2 Key Components

Core Ideology



*What we stand for &
Why we exist*



Envisioned Future



*What we aspire to become,
to achieve, to create*

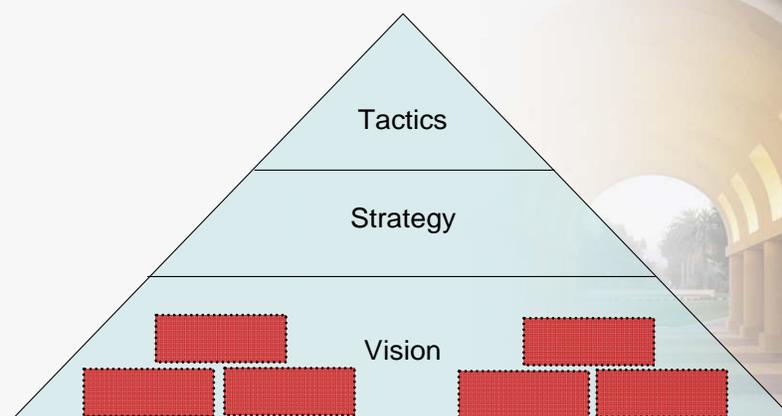


Why We Need Vision

- Defines why we are who we are
- Defines why we do what we do
- Provides inspiration, motivation and direction



Vision Is Your Foundation

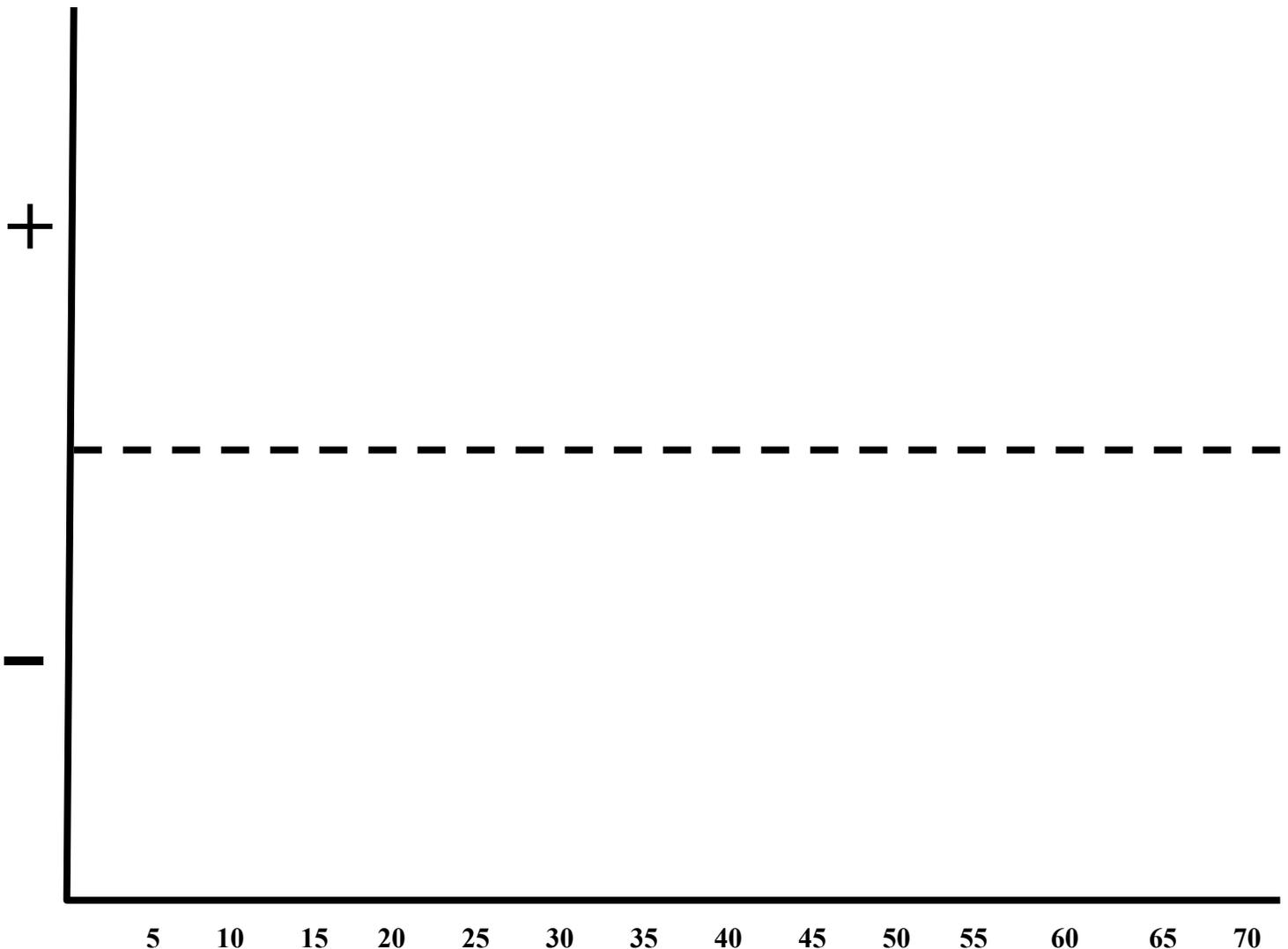


Lifeline Exercise

- Choose two different pen or marker colors for this exercise.
- Use one color to represent your “Personal” Lifeline and another color to represent “Work/School” lifeline.
- Reflect on your life starting back as far as you can remember and draw two separate lifelines — one to represent your level of satisfaction with your “Work/School” life and another to represent your “Personal” life (See example on p. 3).
- The scale can be as high or as low as you wish to define it.
- Complete your Lifeline chart in 5 minutes or less. Do not over-think this exercise.
- Once you have completed your chart below, answer the Lifeline Exercise reflection questions on following page. Write anything that comes to mind. There are no wrong answers.

Personal	—
Work / School	—
(choose your own colors)	

**Level of Fulfillment /
Satisfaction**



Your Age
(Draw your Lifelines only up to your current age)

Lifeline Exercise

Reflect on your “Personal” and “Work/School” Lifelines...

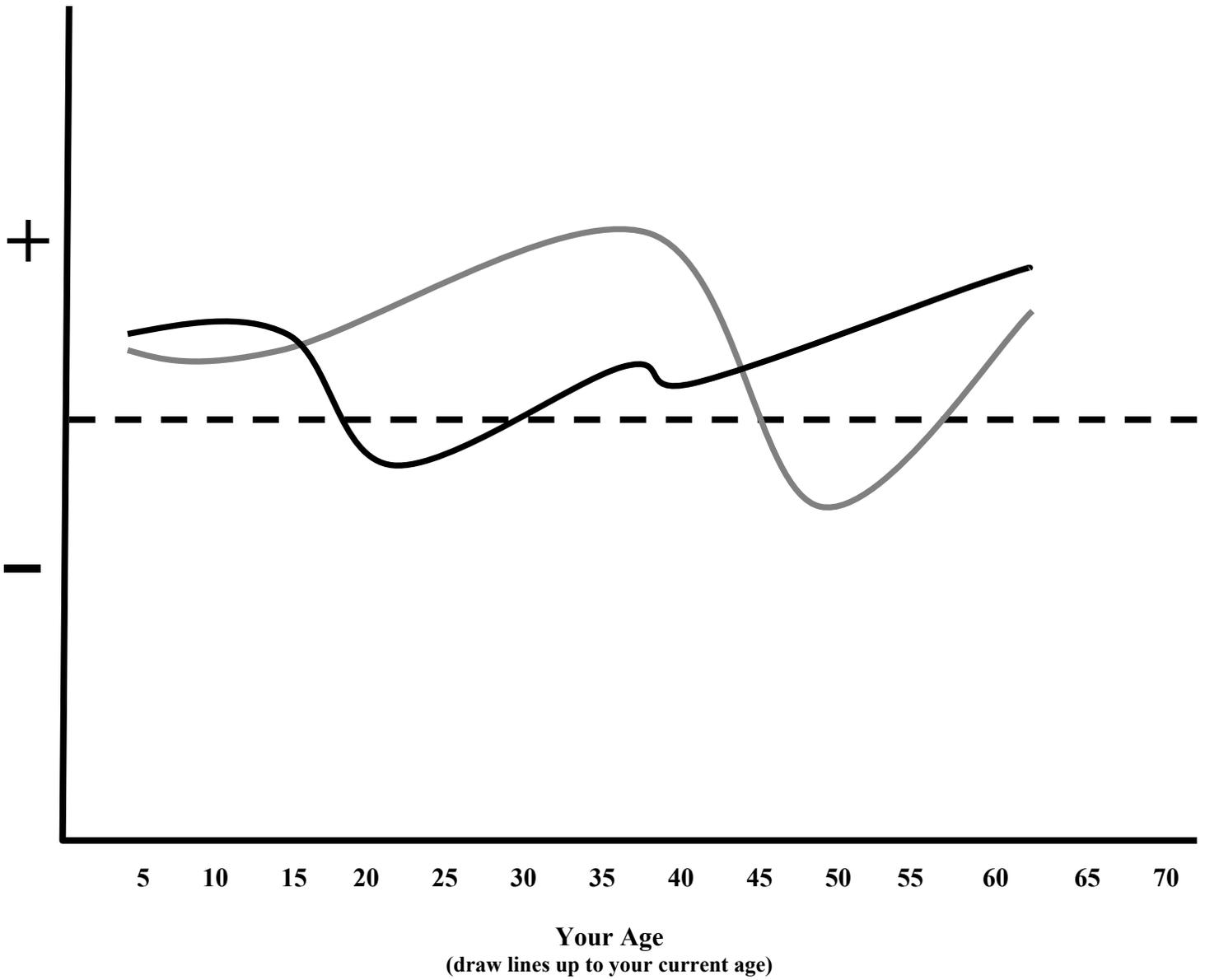
1. What underlying themes or insights emerge when you consider your lifelines?
2. What important lessons do you recall?
3. When have you experienced being “in the flow” (times where you felt life and/or career was highly energized, meaningful, inspired, and/or effortless)?
4. At the high points, describe what made it so positive.
5. At the low points, what actions did you take to make things better?
6. At times when things were turning down, what might you have done differently to address the situation?

Lifeline Exercise

- EXAMPLE -

Personal	—
Work / School	—
(choose your own colors)	

Level of Fulfillment /
Satisfaction





Lifeline Exercise – Key Thoughts

- Does one lifeline need more attention?
- Embrace and leverage your past
 - Recall the *Highs*
 - *Turnaround Actions* empower you
 - Be aware of *Blind Spots*
- Each person’s path is unique (and perfect)



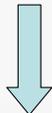
Vision – 2 Key Components

Core Ideology

Core Values

Purpose

Passions



*What we stand for &
Why we exist*



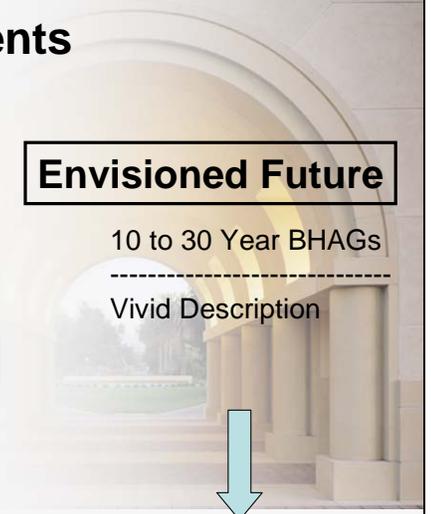
Envisioned Future

10 to 30 Year BHAGs

Vivid Description



*What we aspire to become,
to achieve, to create*



Career and Life Vision

– Definitions –

Core Ideology

Core Values

Definition

- Essential and enduring tenets
- Timeless guiding principles you care deeply about
- Require no external justification
- Not to be compromised for short-term expediency, or any other benefit

Test Criteria

- Should be fewer than four or five
- Are there examples of you living the values and suffering some cost for doing so?
- If circumstances changed and penalized you for holding this value, would you keep it?
- Will they stand the test of time?
- Are these the values you would pass onto your children?

Core Purpose

Definition

- Enduring reason for being
- It can never be completely fulfilled
- It does not change. It inspires change
- Primary purpose is to guide and inspire
- Beyond just making money

Test Criteria

- Not “what”, but “why”. Ask yourself “why do I do this” three, four, or five times to get to the heart of the matter.
- Does it guide and inspire You? Is it exciting to You?
- It’s not something that you will ever fully achieve
- Will it stand the test of time?

Passions

Definition

- Things for which you feel enthusiastic
- Things or activities that excite you, energize you or bring you joy
- Things that have deep meaning to you
- Can also include people, places, causes, activities, skills, knowledge - well beyond the boundaries of work

Test Criteria

- Do these things deeply resonate in your heart?
- If you could do anything, would you do these things?

Envisioned Future

Big, Hairy, Audacious Goals

Definition:

- Clearly articulated bold missions that require 10 to 30 years to achieve
- Requires significant time and effort to accomplish
- Creates “gulp” effect. Not a sure bet. 50-70% probability of success. May require extraordinary effort
- Powerful way to stimulate progress and think in a visionary manner, not strategic
- To think beyond your current capabilities and the environment

Test Criteria

- Is each one tangible, clear and compelling to You?
- Sufficiently concrete that you know when each is achieved.
Are there specific metrics?
- Consistent with your purpose and core values?
- Does each one energize and inspire You?

Vivid Description

Definition:

- Vibrant, engaging description of what the world looks like once goals have been achieved
- Evocative, concrete, tangible, passion, emotion, conviction
- Translate words into creating a rich picture that captures the imagination
- Should inspire (don't get hung up on language)

Test Criteria

- Is it energizing, stimulating and inspiring to You?
- Does it paint a rich picture of what the world will look like once you have achieved primary goals?

Values List

Accuracy – Being true or correct in attention to detail
Achievement – Enjoying a sense of accomplishment
Advancement – Striving to move ahead rapidly, gaining opportunities for growth or seniority
Adventure – Seeking new and exciting challenges which may include taking risks
Aesthetics – Appreciating what is beautiful
Artistic Expression – Expressing self through the arts – painting, drama, literature, etc.
Authenticity – Ongoing desire to honestly express who one is
Balance – Giving proper weight to each area of a person’s life
Challenge – Attracted to new problems, difficult tasks
Competency – Wanting to meet or exceed standards or expectations
Competition – Matching efforts or abilities with self or others
Conformity – Preferring to be like others, not standing out
Contribution – Giving or making a difference for others
Control – Being in charge or wanting to have influence over outcomes
Cooperation – Striving for congenial relationships and teamwork
Creativity – Being imaginative and innovative, going outside the norm
Efficiency – Working to accomplish tasks in comparatively little time
Fairness – Giving everyone an equal chance
Family – Placing importance on maintaining familial relationships
Financial Security – Being free from financial worries
Flexibility – Coping easily with change and surprise
Friendship – Placing importance on close, personal relationships
Generosity – Giving readily or liberally
Happiness – Finding satisfaction, joy, or pleasure
Humor – Enjoying the witty or amusing
Independence – Wanting control of own time, behavior, tasks
Influence – Capacity to affect or shape people, processes, or ideas
Integrity – Maintaining congruity between what one claims to be and how one acts
Learning – Lifelong commitment to growing in understanding
Leisure – Appreciating unstructured or unscheduled time
Location – Preferring a specific place, neighborhood, or area of country that matches lifestyle
Love – Cherishing oneself or others
Loyalty – Seeking to be faithful, constant, and steadfast
Nature – Finding joy and renewal in the out-of-doors
Organization – Being in control of time, priorities, possessions, and processes
Peace – Desiring tranquility, serenity, lack of discord
Perseverance – Sustaining momentum, having fortitude
Personal Development – Wanting to use one’s potential and grow to the fullest
Physical Fitness & Health – Healthy regard for one’s body, enjoying sports involvement
Power – Seeking to sell, persuade, lead, or influence others
Prestige – Having or showing success, rank, wealth, or status
Recognition – Desiring the respect of others or credit for achievements
Religious Beliefs – Sustaining faith in a higher power
Responsibility – Being accountable for outcomes
Security – Feeling safe and confident about the future
Self Respect – Having pride or a sense of personal identity
Service – Helping others or contributing to society
Stability – Maintaining continuity, consistency, and predictability over a period of time
Tolerance – Accepting or remaining open to the viewpoints and values of others
Tradition – Treasuring customs and links with the past
Variety – Desiring new and different activities, frequent change

Examples of Core Purpose

3M	To solve unsolved problems innovatively
Cargill	To improve the standard of living around the world
Fannie Mae	To strengthen the social fabric by continually democratizing home ownership
Hewlett-Packard	To make technical contributions for the advancement and welfare of humanity
Israel	To provide a secure place on Earth for the Jewish people
Lost Arrow Corporation	To be a role model and tool for social change
Pacific Theatres	To provide a place for people to flourish and to enhance the community
Mary Kay	To give unlimited opportunity to women
McKinsey	To help leading corporations and governments be more successful
Merck	To preserve and improve human life
Nike	To experience the emotion of competition, winning, and crushing competitors
Sony	To experience the joy of advancing and applying technology for the benefit of the public
Telecare	To help people with mental impairments realize their full potential
Wal-Mart	To give ordinary folk the chance to buy the same things as rich people
Walt Disney	To make people happy

The Obituary Exercise

In the space below, write your obituary – what you would want written about you when you have passed away many, many years from now. Write whatever comes to mind, even if it feels like stream-of-consciousness. Use words, phrases, sentences. Don't over-think this exercise. Do not edit, censor, analyze or critique your thoughts. Take 10-15 minutes to complete this exercise. You can re-visit this exercise again in the future, so do not try to perfect your answer now.

Questions you should ask yourself as you do this exercise:

- What and/or who did you impact or change? Why?
- What character traits and values did you consistently demonstrate over your life? At your core, who were you?
- Who did you care for? How did you impact or change this person/these people?
- What were major accomplishments in your life? At the ages of 40, 50, 60, 70?
- What did you show interest in? What were you passionate or enthusiastic about?
- What was your legacy?

**THINK BIG. IMAGINE POSSIBILITIES.
RECALL INSPIRING DREAMS AND THOUGHTS YOU'VE HAD IN THE PAST.**

Obituary Exercise – Personal Insights

1. When have you been closest to living the life described in your Obituary?
2. When have you been farthest away from what you wrote in your Obituary?
3. Note any particular things that you feel very strongly about and would be extremely committed to making happen over your lifetime.
4. Who do you know who might be living the life you described in your Obituary?
5. What's going to stop you from realizing the life you described in your Obituary?
6. Who or what will be your strongest allies in making your vision real?

7. Note any Core Values that you wrote down. As appropriate, add them to your personal Vision framework document.
8. Identify anything that may be a Passion. As appropriate, add them to your personal Vision framework document.
9. Identify any words or phrases that are central to your Purpose. As appropriate, add them to your personal Vision framework document.
10. Identify any Big, Hairy, Audacious Goals. As appropriate, add them to your personal Vision framework document.
11. Identify any words or images that reflect your Vivid Description. As appropriate, add them to your personal Vision framework document.



Obituary Exercise - Observations

- Character matters more than Career
- We must get specific and measurable
- Follow your *Interests* to find your *Passions*
- Use obituary as a filter today

Visualization Exercise

Write down everything you saw and felt in your visualization. Try to recall memorable details and images.

Visualization Exercise – Personal Insights

1. What is the essence of 2-3 core activities that showed up in your images?
2. List 4-5 adjectives that describe the atmosphere of where you were.
3. List 4-5 adjectives that describe the people around you.
4. Who do you know who does this type of work or has this type of life?
5. Anyone else who does this work or has this type of life?
6. When have you been closest to the work or life situation that showed up in your images?
7. When have you been farthest away from the work or life images that you saw?
8. What's going to stop you from realizing the vision indicated by your images?
9. Who or what will be your strongest allies in making your vision real?



Visualization – Key Thoughts

- Possibilities. Not your Vision
- Strategically feed your heart and mind
- Proactively make visualizations real
- How to do it





Vision

Core Ideology



Envisioned Future

Core Values

Core Purpose

Passions

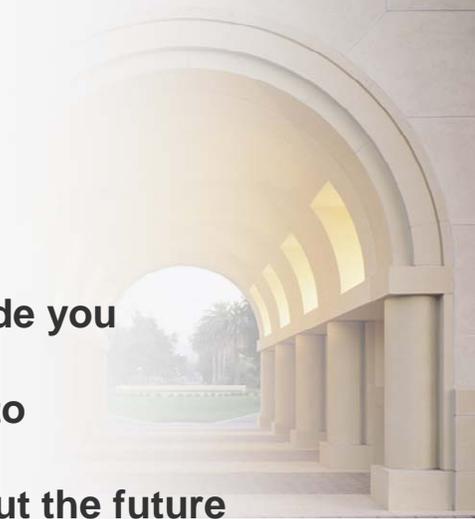
BHAGs

Vivid Description



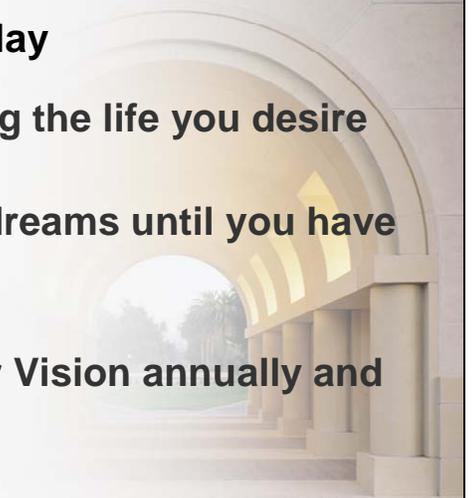
Using Your Vision

- Unique and personal
- Not static
- Use to protect and guide you
- Share when you need to
- It's more than just about the future



Applying Your Vision Today

- Learn from people living the life you desire
- Don't give up on your dreams until you have real knowledge
- Review and revise your Vision annually and at transition points
- Live (Decide and Act) today with your Vision in mind



Personal Insights, Actions and Accountability

1. Write 3 personal insights from today's session.

2. Write any implications from today's session towards any of the following:

Current work _____

Future work _____

Personal life (including mind/body/spirit) _____

Family life _____

Community _____

Other _____

3. Write 3 productive actions that you will take in the next 30 days as it relates to your Career and Life Vision.

4. Write the name of 1 or 2 people with whom you will share your Insights and Actions, and hold you accountable to completing your Actions.
