

NEW MEXICO CAREER DEVELOPMENT ASSOCIATION

From What Color is Your Parachute to Finish Strong

WHAT COLOR IS YOUR PARACHUTE?
 YOU ARE TO A LIFETIME OF MEANINGFUL WORK AND CAREER SUCCESS

Finish Strong 😊

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 2/22/24 9-10

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My Intentions...ask you

RE-connect previous great career work

RE-consider ideas to disrupt **Cost-Quality-Access Triangle**

RE-frame notions of Retirement & Aging

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Intention #1

RE-connect previous great career work

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CHOOSING A VOCATION
 by Frank Parsons

3 Steps Career Planning Process

- 1. Understand Yourself**
- 2. Occupational Information**
 (knowledge of requirements of different lines of work)
- 3. True Reasoning**

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CHOOSING A VOCATION
 by Frank Parsons

II you science

THE PRINCIPLES AND METHODS INVOLVED

In the wise choice of a vocation there are three broad factors: (1) a clear understanding of yourself, your aptitudes, abilities, interests, ambitions, resources, limitations, and their causes; (2) a knowledge of the requirements and conditions of success, advantages and disadvantages, compensation, opportunities, and prospects in different lines of work; (3) true reasoning on the relations of these two groups of facts.

Life Roles Performance Indicators

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WHAT COLOR IS YOUR PARACHUTE?
 RICHARD N. BOLLES

Example (Rich Feller's Flower) 1982

Favorite Values

1. Improve the human condition
2. Promote interdependence and futuristic principles
3. Maximize productive use of humanity's material resources
4. Teach people to be self-directed/self-responsible
5. Free people from self-doubting
6. Free thought, rules, barriers

Favorite Skills

1. Observational/learning skills
2. Intuitively expose self to new experiences
3. Instructing/inter-pretting/guiding
4. Committed to learning as a lifelong process
5. Create atmosphere of acceptance
6. Detail/follow-through
7. Inspire others
8. Inspiring trust
9. Performing
10. Recruiting

Favorite Working Conditions

1. Precise critical supervision
2. Mentor relationship
3. Excitement secretary
4. Part of larger, highly respected organization with clear direction
5. Near gourmet and health food specialty shops
6. Heterogeneous colleagues
7. Face, see, age!
8. Merrit system
9. Can take/leave work to work
10. Private office with window

Salary and Level of Responsibility

1. \$100,000-\$150,000
2. 3 to 5 assistants
3. \$20K to \$50K
4. Able to select colleagues
5. 3 to 5 assistants
6. \$20K to \$50K
7. Serve on various important boards

“clients want to design futures, not fall into them.”

“Self-Inventory & Feedback”

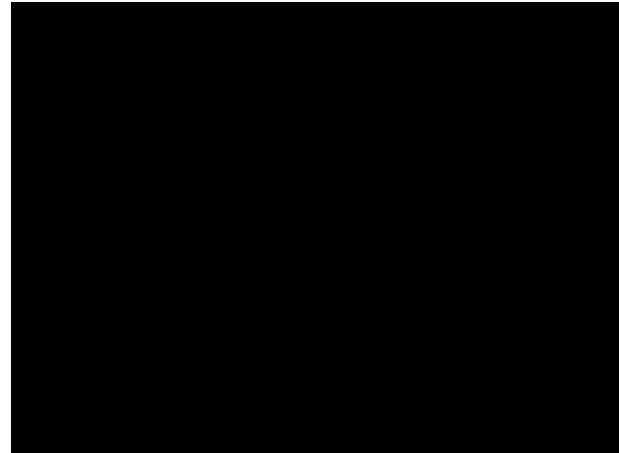
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“need to pay more attention to what you’re **looking for in life**”

“hunger for **wisdom** and put everything in a larger context”

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8



“need to pay more attention to what you’re **looking for in life**”

“hunger for **wisdom** and put everything in a larger context”

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Three Boxes of Life/Life Work Planning

Education **Work** **Retire**

The Three Boxes of Life
And How To Get Out of Them
An introduction to life/work planning by RICHARD N. BOLLES author of 'What Color Is Your Parachute?'

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Life Work Planning

Education	Work	Retire
Long Life Learning	Purposeful Commitments	Connection, Well-Being, Finish Strong

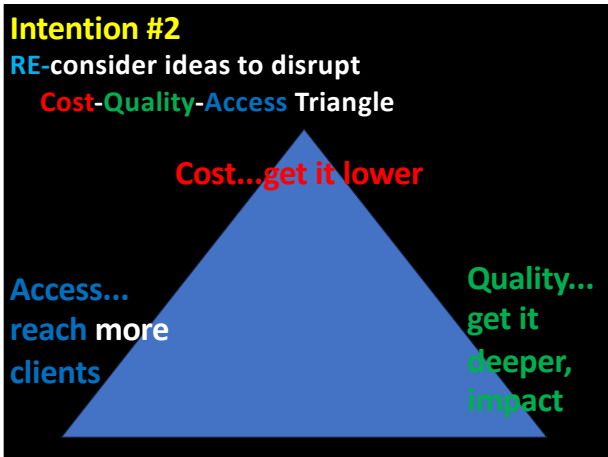
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3 ?'s in Job Search Process...

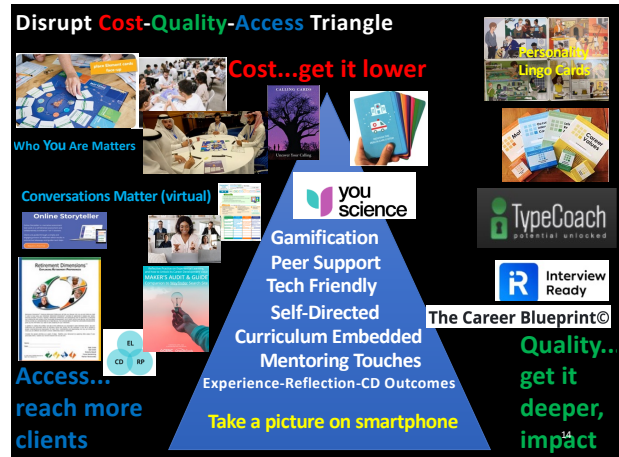
1. Skills (**v**) & special Knowledges (**n**) do you have ...love to use?
2. Orgs. and companies **pay you to use them**?
3. Meet people with **power to hire you**?



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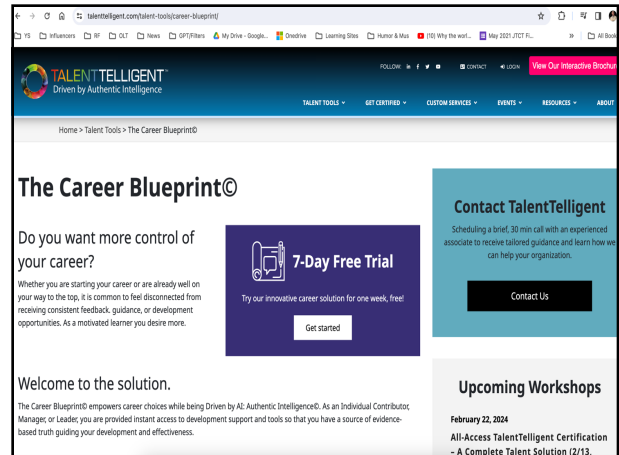
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Your Pitch to Clients:

Consider 7 key words...

“Navigate a lifetime of life role **transitions** ”

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3I's UA ...7,17 or 71

Irrelevant
Invisible
Isolated

Understood...
 Less about being liked or externally motivated

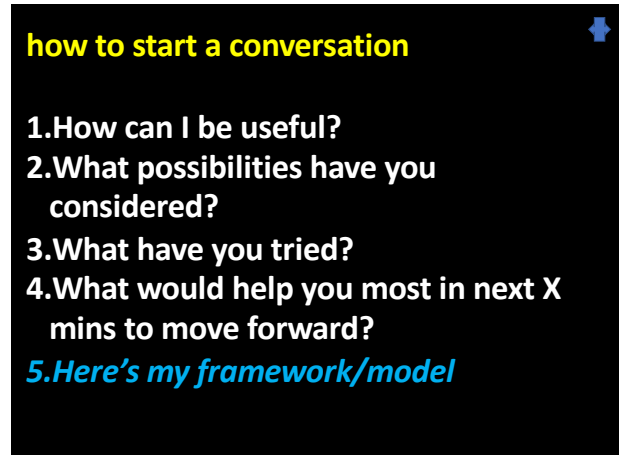
Anticipate...
 look forward to “what’s next” possibilities

How are you/your clients concerned with being these?

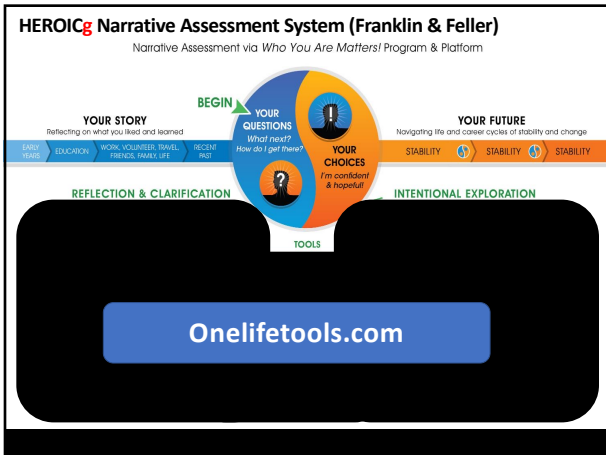
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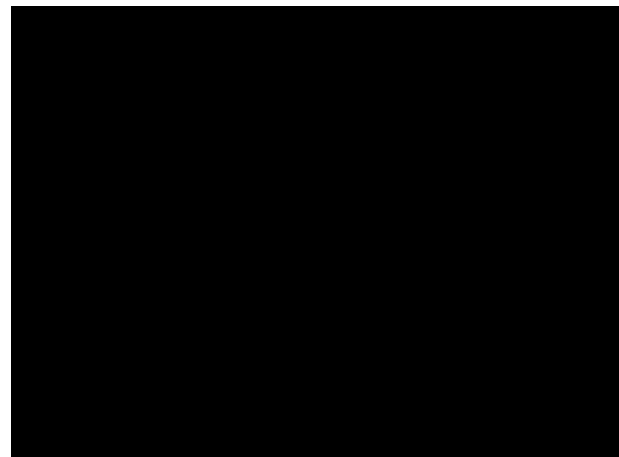
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New Vision for Human-Centric, Employee-Focused Workplaces

Resistible

The Seven Secrets of the World's Most Enduring, Employee-Focused Organizations

Josh Bersin

"This book is a road map for creating more humane workplaces. Josh Bersin gives us unusually clear and compelling directions to make people the heart and soul of organizations."

—ADAM GRANT, #1 New York Times bestselling author of THINK AGAIN and host of the TED podcast WorkLife

- Shift to...
 - Teams not Hierarchy
 - Work not Jobs
 - Coach not Boss
 - Culture not Rules
 - Growth not Promotion
 - Purpose not Profits
 - Employee experience not Output


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Intention #3 RE-frame notions of Retirement & Aging

Life Work Planning

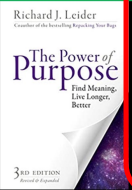
Education

Long Life Learning



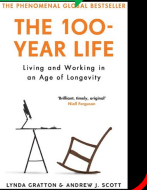
Work

Purposeful Commitments



Retire

Connected, Well-Being, Finish Strong



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The Good Life

How do you define it (success)...

Doing the **right** work...

with the **people** you love...

in the place you **belong**...

on **PURPOSE**.

Richard Leider

Purpose...

Give & Grow

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The Good Life Inventory

Your Score: 1 (low) – 7 (High)

Key Characteristics of the Good Life

- I'm living my own version of the Good Life
- I regularly say "no" to the less important things in my life and "yes" to my real priorities
- I keep the small promises I make to myself
- I go to sleep most nights feeling that this was a well-lived day
- I have a regular time and place to renew myself

Place

- I'm living in my ideal place
- I feel at home in my home
- I feel like I belong in my community
- I have options in the place I live to do the things I love to do
- My place makes me happy

People

- I have at least one person who truly listens to me
- I regularly have "courageous conversations" with people
- I share my life dreams with the people I'm closest to
- I'm spending the right amount of time with my friends
- My relationships make me happy

Work (paid/unpaid purposeful activities that add value)

- I'm doing work/activities that fully engage my talents
- I'm using my talent toward something I'm passionate about
- I work in an environment which fits my values
- I regularly receive rewards/recognition that matter to me
- My work/activities make me happy

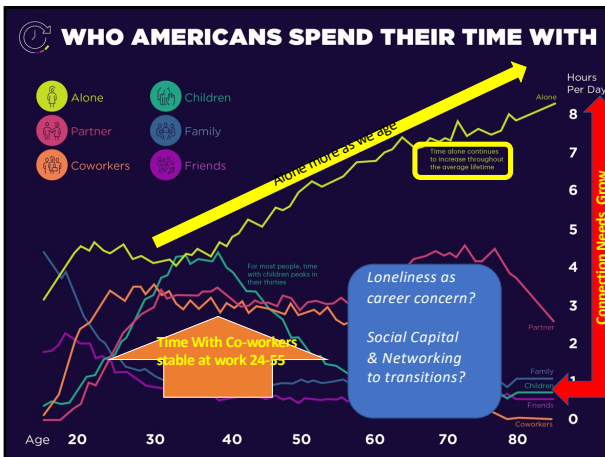
Purpose

- I have a clear reason to get up in the morning
- I have a healthy spiritual life
- I'm doing what I was meant to do
- My work/activities serve the world in some distinct way
- My purpose makes me happy
- I have defined how much money is enough for me
- I'm satisfied with how I spend my time and money
- I know where I'm headed on life's journey
- I feel like I'm fully living my life
- My life makes me happy

Total Score

Adapted by Richfeller.com with author permission from REPACKING YOUR BAGS: Lighten Your Load for the Good Life by Richard J. Leider and David A. Shapiro, [Berrett-Koehler, 2012-3d Edition]

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HEALTH & MEDICINE

Good genes are nice, but joy is better

"Personal connection creates mental and emotional stimulation... automatic mood boosters, while isolation is a mood buster,"

Love...to be engaged, connected, belong

724 men since teens in 1938. 60 still in 90's

Harvard study, almost 80 years old, has proved that embracing community helps us live longer, and be happier.

Robert Waldinger, MD and Marc Schulz, PhD

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HEROIC Mindset
 to Navigate a Lifetime of Life Role Transitions

Psychological Capital

- Hope** *thinking process to pursue goals*
- self-efficacy** *trust ability to organize & execute*
- Resilience** *reframe to navigate stress & construct meaning*
- Optimism** *see upsides/solutions of things gone wrong*
- Intentional Exploration** *watch for clues*
- Clarification and Curiosity** *clear intentions/asking why*

g... "growth" not fixed

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1. Moral Beauty...
2. Collective Effervescence
3. Nature
4. Music
5. Visual Design
6. Stories of Life and Death
7. Stories of Spiritualism and Religion
8. Epiphanies of Truth about Life

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Awe Experience Scale

I sensed things momentarily slow down
I experienced a reduced sense of self
I had chills
I experienced a sense of oneness with all things
I felt that I was in the presence of something grand
I felt that my sense of self was diminished.
I noticed time slowing
I had the sense of being connected to everything
I felt small compared to everything else
I perceived vastness

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An example of experiencing AWE was...

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Purpose and Life DESIGN STATEMENT

Perceived **Strengths**, present activities of **Interest**, evaluation of where to have **Impact**, and expressed **Values** create your **Design Statement**.

rich feller & associates

Examples

Rich, 50+

"I want to use **my strengths** for **seeing the big picture**, **bringing out potential**, and **advancing ideas** and **present interests** in **starting new things**, **3-day events**, and **trend watching** to create an **impact on** accelerating economic and social mobility, life transitions, and building community because I **value** **freedom/choice**, **empathy**, and **curiosity**. This will **help me to feel alive**, **be more authentic**, and **support my legacy**."

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Purpose and Life DESIGN STATEMENT

Perceived **Strengths**, present activities of **Interest**, evaluation of where to have **Impact**, and expressed **Values** create your **Design Statement**.

Examples

Rich, 50+
 "I want to use my **strengths** for **seeing the big picture, bringing out potential, and advancing ideas** and **present interests** in **starting new things, 3-day events, and trend watching** to create an **impact on accelerating economic and social mobility, life transitions, and building community** because I **value freedom/choice, empathy, and curiosity**. This will **help me to feel alive, be more authentic, and support my legacy.**"

Lexie, 17
 "I want to use my **strengths** for **fixing things, using my hands, and advancing innovation** and **present interests** in **sports, outdoor activities, and music** to create an **impact on the environment, reducing waste, and creating a movement** because I **value preserving nature, health, and simplicity**. This will **help me to feel useful, instill hope, and create a better future.**"

Juan, 28
 "I want to use my **strengths** for **researching things, getting things correct, and exploring ideas**, and **present interests** in **biology, biking, and writing** to create an **impact on world health, longevity, and well-being** because I **value family first, being responsible, and the common good**. This will **help me to educate citizens, give life and leave a legacy.**"

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YOUR STATEMENT

This records what matters to you. It encourages living by design rather than accident. Reading it aloud or sharing it with others can help identify your "hidden assets" and explore "blind spots". It can help to clarify your purpose.

I want to use my **strengths** for _____, _____, and _____, and **present interests** in _____, _____, and _____ to create an **impact on** _____, _____, and _____ because I **value** _____, _____, and _____.

This **will help me to** _____ and _____.

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MY STRENGTHS

Good At, Comfortable

Excitables:

- Adding Humor
- Answering Ideas
- Anticipating
- Informations
- Awareness Sports
- Being a good Friend
- Being Driven
- Being a success
- Being Patient
- Being Reasonable
- Bringing Media
- Bringing Joy

Empowering Others

- Exploring the Way
- Facilitating Change
- Frugal Things
- Relationships
- Building Things
- Compassion Things
- Creating Things
- Creating Outcomes
- Being a Good Friend
- Discussing
- Recovering
- Doing the Numbers

Investigating Things

- Marking Connections
- Marking Details
- Marking Things Well
- Managing Things
- Moving Physically
- Opening Doors
- Operating Things
- Giving Care
- Giving Things
- Performing Events
- Persuading People
- Pursuing Things
- Putting the Pieces Together

Researching Things

- Resolving Disputes
- Seeing Possibilities
- Seeing the Big Picture
- Setting Computer
- Shopping
- Environment
- Solving Problems
- Starting Things
- Struggling
- Thinking Up Things
- Writing Things

Purpose and Life DESIGN STATEMENT

MY IMPACT ON: *Children, My Family, My Friends, Team, Church* *National Attitudes About... Local Commerce, My School Boards, Career Services* *Employees, Customers, Society, Social Justice, Veterans, Young Adults*

MY PRESENT INTERESTS IN:

- Arts and Crafts
- Being Outside
- Being a Good Friend
- Being a Success
- Being Driven
- Being a Good Friend
- Being Patient
- Being Reasonable
- Bringing Media
- Bringing Joy
- Being Outside
- Being a Good Friend
- Being a Success
- Being Driven
- Being a Good Friend
- Being Patient
- Being Reasonable
- Bringing Media
- Bringing Joy

MY VALUES: *What is important to you, principles*

- Autonomy
- Belonging to the Group
- Common Good
- Compassion
- Competition
- Empathy
- Excitement
- Family First
- Friendship
- Independence
- Individualism
- Leadership
- Loyalty
- Minimalism
- Privacy
- Risk Taking
- Seeking the Truth
- Self-Discipline
- Stable
- Tolerance
- Tradition
- Traveling
- Unreeling

THIS WILL HELP ME TO:

- Be Successful
- Be a Good Friend
- Be a Success
- Be Driven
- Be Patient
- Be Reasonable
- Bring Media
- Bring Joy
- Be Outside
- Be a Good Friend
- Be a Success
- Be Driven
- Be a Good Friend
- Be Patient
- Be Reasonable
- Bring Media
- Bring Joy

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