SINGLE MOM BY DESIGN

Designing YOUR NEW Work Life PART1

HOW TO MOVE FORWARD WHEN YOUR CURRENT WORK CIRCUMSTANCES AREN'T ALIGNED WITH WHO YOU ARE.

BASED ON THE WORK OF STANFORD'S BILL BURNETT AND DAVE EVANS WE SPEND MOST OF OUR DAYS AT WORK.

So, it's no surprise that it's where many of us look to find meaning and impact.

I've had countless conversations with single moms who feel that as they grow and evolve, they become discontent in their work lives. Why is this happening?

The answer is simple, as we grow, we outgrow all of that which isn't in alignment with our new vision of ourslves. We become discontent, even disturbed with our current situations and start asking for more.

this is a great thing!

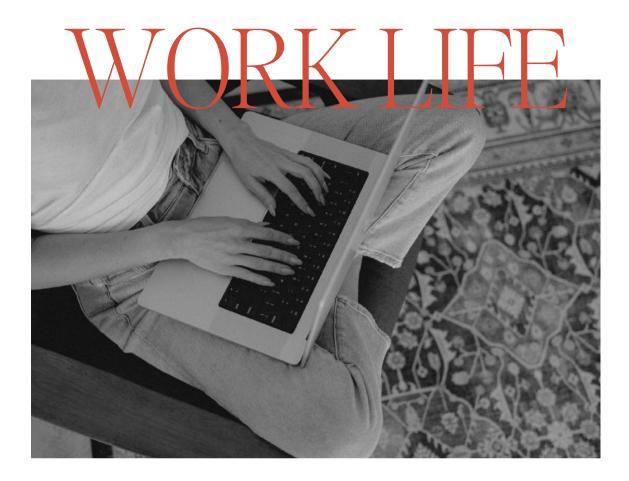
I received a certificate in design thinking from IDEO, a design thinking and global innovation company.

When I hear moms speak about finding more work, changing careers to make more money, asking about OSAP, choosing new careers etc., I can't help but think that they're asking the wrong questions.

The question is not "what can I do to make more money?", it's "what tools do I need to invent my success, and then keep doing it over and over again?" It's tools that we need, not necessarily how many more hours or side hustles can I possibly work to put food on the table?

we want to make work work for us, not the other way around.





WE THINK THAT A JOB WILL SAVE US, BE THERE FOR US AND HELP US GROW.

Depending on the job, this may or may not be true. In most cases however, our jobs are far less loyal to us than we are to them. When we underperform, or there is an opportunity to be replaced by a less expensive hire, those jobs will not hesitate in letting us go.

Sometimes, we can't afford to leave on our own accord, or we feel stuck because we've sunk so many years into a company that doesn't love us back. Or, even worse, we get "comfortable" - so we stay.



THERE HAVE BEEN SO MANY OCCASIONS WHERE I'VE EXPERIENCED SOMEONE WHO TRULY

Loves their job.

These people don't hold CEO titles, or make millions of dollars.

The 2 that come to mind first are a Walmart greeter I know from my local Walmart and a cleaner from the American fast food chain "Raising Cain's".

Through broken English, the gentleman at Walmart always goes above and beyond to compliment his patrons, admiring something they're wearing or wishing them a great day.

Just last week, while in the US, the young man at Raising Cain's who cleared our garbage flirted with my mom a bit, and asked us where we're from and how we enjoyed the meal. He truly looked like he loved his job, and took pride in making each person's experience exceptional.



51% of employees are disengaged in the workplace, while 13% are actively disengaged.

GALLUP WORKPLACE CONSULTING GROUP

did [Choose the wrong Career?

So *ubat is* DESIGN HINKING?

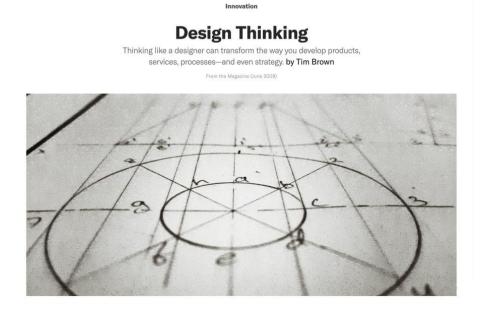
WHAT IS DESIGN THINKING?

It's an innovation process that inspires creative solutions to problems.

Design thinking is a mindset and approach to problem-solving and innovation. It gained traction in the modern business world after Tim Brown, CEO and president of design company IDEO, published an article about it in the Harvard Business Review.

Design thinking is solution-based and user-centric rather than problem-based. This means it focuses on the solution to a problem instead of the problem itself.

For example, if a team is struggling with transitioning to remote work, the design thinking methodology encourages them to consider how to increase employee engagement rather than focus on the problem (decreasing productivity).



If you're fundamentally unhappy with your job, your fundamentally unhappy with your life.

DESIGN THINKING

helps you design your own life and job. It's predicated on the fact that you can change your experience of work altogether.

HOW TO THINK LIKE A DESIGNER Instead of thinking forward, you need to build forward.

The DESIGN THINKING mindsets

CURIOSITY

Inquiry inspires action. Don't worry about your inner skeptic at this point. Think about how people who are interested are interesting. They are happy to engage and pleasant to be around.



ACTION

Just TRY STUFF. This is where curiosity becomes action. When you have this mindset, there's always something to do, someone to introduce yourself to and an adventure to go on.



REFRAMING

When you have a problem in your life that seems "impossible", you're usually asking the wrong question. Dysfunctional beliefs are things you believe, that simply aren't true, and definitely aren't helpful. Solutions start to "magically" appear when you ask the right questions.

04

AWARENESS

Know it's all a process. There are 2 stages of design thinking. Phase ideation: looking for the craziest ideas you can find. Focus: this is where you focus on the specific idea. You need to know when to use them.

COLLABORATION

05

Ask for help. Don't sit at home and ruminate. We need to engage; interact with other people . This "asking for help" is called radical collaboration. Get out into the world and talk to lots of different people who are doing fascinating things, specifically the things you want to be doing. AND AN EXTRA 6th MINDSET SHIFT ...

Could be the MOST IMPORTANT *when redesigning your* WORKLIFE

STORYTELLING



This is one of the ways you engage with the world. When you combine curiosity with telling your story, the world starts talking back. As we tell our story, we start to see the meaning of our experience in our lives and connect to one another. Telling yourself a new, empowering story is another way to change your experience on the job. Designing a work life and rewriting your story go hand in hand.

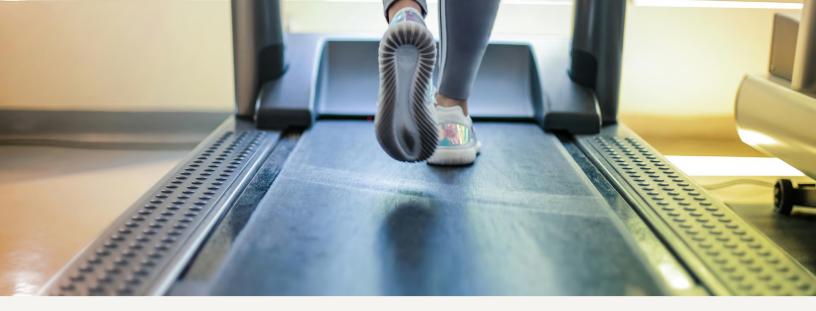
> AND NOW IT'S TIME TO BUILD FORWARD...



ARE WE THERE YET?

By always waiting to get there, to that magical place, that career, that relationship – that place where we'll be happy – we are unhappy where we are NOW. When we're always waiting to get somewhere. The only place we get is stuck.

A popular reframe in career deign is "good enough for now" This means that things will always get better, that we will continue learning and growing, and that our external situation can transform.



THE HEDONIC TREADMILL

Being stuck on the hedonic treadmill is the feeling of being addicted to the acquisition of new things, always seeking higher highs, the next fix. You're never happy.

If you feel stuck here, run to the nearest, beach, mountain or forrest. Find a friend, increase your sense of meaning and take those you love with you. Create relationships with people, not things.

WHEN YOU ASK "HOW'S IT GOING RIGHT NOW?

Non-Designer: "not so good. I'm unhappy and don't know what to do about it."

Designer: "Life is good. I'm working on a lot of things right now, trying to make a more meaningful contribution, but I have what I need and life is good for now"

The afference between the 2 outlooks is the latter gets you off the treadmill.

Good Enough For Now

"Good enough for now" leaves open a possibility of **growth and change**. More is not the priority. If you do nothing else – to find a quick boost in your work life – look for the happiness that is available by changing your point of to "good enough for now" There are always things you can change... take energy breaks, make new friends, find anything you like that makes your day more enjoyable.

Accept what is, and then start looking for small ways to redesign your circumstances.

You'll become more engaged, and then more energized – all from "good enough for now" (NOT FOREVER, For now)

THIS ISN'T POURING PINK GLITTER ON A CRAPPY SITUATION. THIS IS ABOUT REORGANIZING HOW YOU PERCEIVE A SITUATION. THIS ALTERS HOW YOU FOCUS YOUR ATTENTION AND HELPS YOU TAKE ACTION.

this outlook IMPLIES HOPE

that there is a **better future** we're prototyping into.

So far we've learned

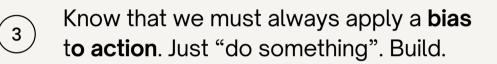


You start by **accepting reality** as it is right now.



(4)

Look for a **reframe**. Is there a better way to see my situation?



After we build something, we **learn something** and keep repeating.



Sometimes we just need to wait a little bit.

apoulit

hink

When we go for too much, to quickly, we fail, almost every time.

We think we need to make HUGE changes, get overwhelmed and fail to change anything.

mil

HERE'S AN EXERCISE FOR YOU TO TRY...

This will help you optimize your experience of work and apply the "good enough for now" mindset. We focus on what's not working. We're not pretending here, we're maximizing reality. Great moments ARE REAL - and we want to get the most out of them.

The Good Times Journal

WHAT DID I LEARN?

Look for small things - a new process or new procedure, a new way to present something etc. Notice what you learn.

WHAT DID I INITIATE?

ENJOY THE

THINGS

love

You want to feel like you're creating things. Make a goal to initiate something at work.

WHO DID I HELP?

When we help others, we feel better about our roles. Service has a strong correlation to happiness. (Money doesn't). Go through your day looking for opportunities to become helpful. (Watering plants, loading the copier, bringing coffee etc.) Use this worksheet to reflect on your day and your week and ask yourself three questions: What did I learn?, What did I initiate?, and Who did I help? Research shows that noticing these things will help you get more out of work and increase your engagement on the job. Try to have at least one entry a day.

	DATE	WHAT DID I LEARN?	WHAT DID I INITIATE?	WHO DID I HELP?
	Monday			
	Tuesday			
	Wednesday			
	Thursday			
	Friday			
	Bonus Day			
	Bonus Day			
Ą				

Use This Template

Do this for 3-4 weeks, then at the end of each week ask "what did I notice"? Are you surprised by anything? Do you have more entries in one of the categories? What does this mean? How can you boost any of the categories that are lacking? Do you have any insights?



MONEY OR MEANING?

Dysfunctional belief: I'm a single mom, and I need to make money. Having a career I enjoy isn't in the cards for me.

()2

Reframe: Money is only one of the measurements I use to measure value.

There are doctors working in developing countries that have little money and lots of meaning. There are also plastic surgeons in Beverly Hills that make lots of money and have no meaning.

Money and meaning are 2 different ways of measuring your work life. The goal is finding and maintaining the right combination to sustain a meaningful life.

The goal should be to live a coherent life – where you can connect what you are doing with what you believe. It doesn't have to line up perfectly every day, it just means you're doing your best to align your view of work and your view of life.

It's about creating a **compass** – where who we are, what we believe and what we are doing is how we know we're on course.

Many gen z-er's want the "perfect job", a tailor-made gig. Most of the time, this isn't possible. Most people, even if they find their passion, can't make a living at it. So, here's another radical "accept":

Break up with the romantic idea of work. For a lot of people, you have to start by doing your calling "on the side". That's ok.



ANOTHER MEASURE OF VALUE:

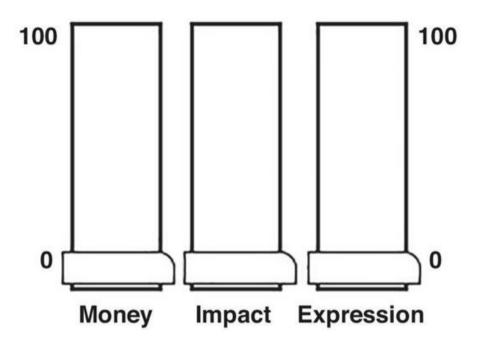
CREATIVITY

For many people, there is a 3rd measure – creativity. In the creative economy – value comes from putting your creative output into the world.

So, let's use the measures of: MONEY, IMPACT and EXPRESSION.

You want to find your mix of these metrics. This is when life feels in

THE MAKER MIX BOARD



THE GOAL IS TO WORK TOWARDS HAVING A GOOD FIT WITH YOUR GOALS AND STAGE IN LIFE. YOU BECOME "HAPPY" WHEN YOU START MAKING DECISIONS CONSCIOUSLY ABOUT YOUR MAKER MIX. HAPPINESS IS ABOUT **PAYING ATTENTION**.

Understand the game you are playing.

Frustration comes when you confuse the way you value things.

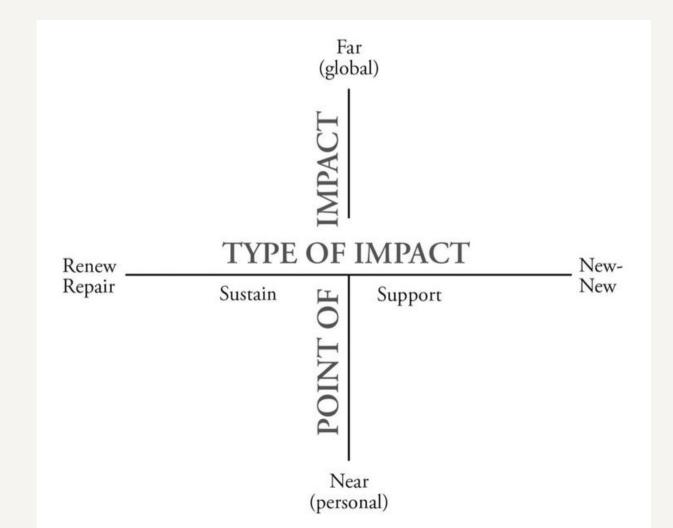
For example, an artist is unhappy because they can't sell their paintings, they want "expression" to have monetary value. Or, a non-profit leader is helping kids get off the street, wants to get paid like an engineer is confusing impact with money making. Or the miserable lawyer who is making millions, but feels dead inside because they are writing contracts for companies who are harming the economy.

tool #2

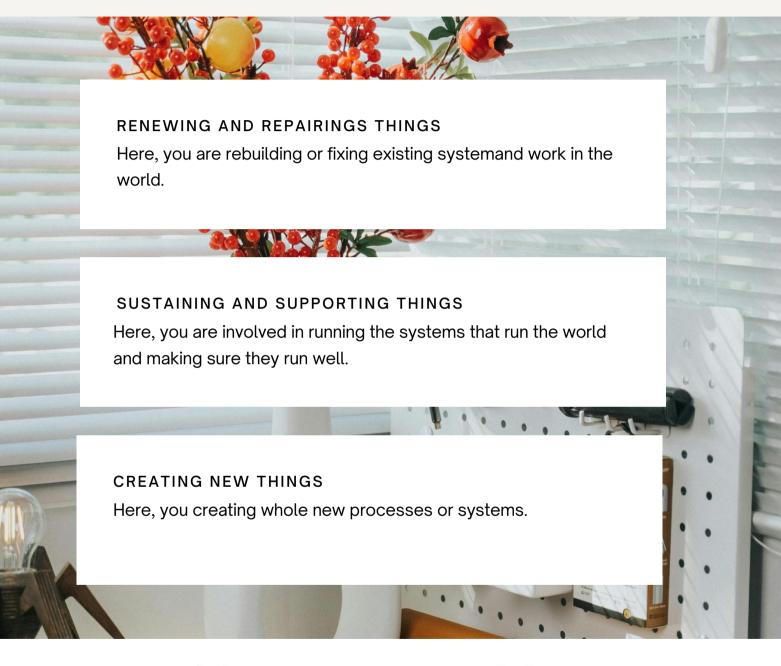
The Impact Map

ONE PLACE ISN'T BETTER THAN ANOTHER. THE GOAL HERE IS TO LOOK FOR PATTERNS AND INSIGHTS.

THE 2 AXIS REPRESENT THE TYPE OF IMPACT, AND THE OTHER, WHERE THE IMPACT OCCURS.



ON OUR MAP, THERE ARE **3 TYPES** OF IMPACT YOU CAN HAVE IN THE WORLD.



Renew Repair **TYPE OF IMPACT**

Sustain

Support

New-New

THE VERTICAL Axis

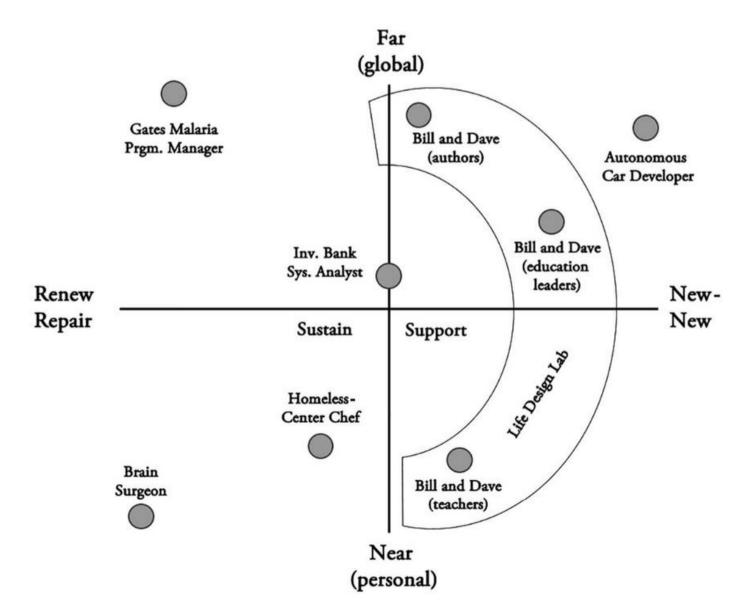


ON THE VERTICAL AXIS, WE MAP THE POINT OF IMPACT - THE PLACES WHERE WE TOUCH THE WORLD (NEAR TO US OR FAR FROM US.

The goal is to Map the roles you've had

DO ANY PATTERNS EMERGE? WHERE DO YOU, PERSONALLY, FIND THE MOST SATISFACTION?

this example is from the book "Designing Your New Work Life" by Bill Burnett and Dave Evans



HERE'S AN EXERCISE FOR YOU TO TRY...

Construct both your Maker Mix and Impact Map.

The Maker Mix and Impact Map

WRITE A FEW SENTANCES ABOUT YOUR MAKER MIX

Where are your sliders are currently? Do you want to shift things around based on where you are in life to make it more coherent? Brainstorm a few challenges that could adjust your sliders.

IMPACT MAP EXERCISE

Llist all of your previous roles (a job can have many) and plot them on the map. What do you notice? Any insights? What questions does this surface? Be curious about what this reveals.



WHAT'S THE PROBLEM?

03

Dysfunctional Belief: My problem at work is insurmountable. Reframe: I can make a plan to reframe anything.

What's a reframe? It's a do-over.

When you define a problem, you're "framing it". You **put it in a box and define what it is and what it isn't.** Once the problem is framed, you get in the frame and start working on it.

Get creative and think about HOW you have framed your problem.

The PROBLEM

There are 2 steps in framing the problem

01

ACCEPT THAT THERE IS ALWAYS A BOX



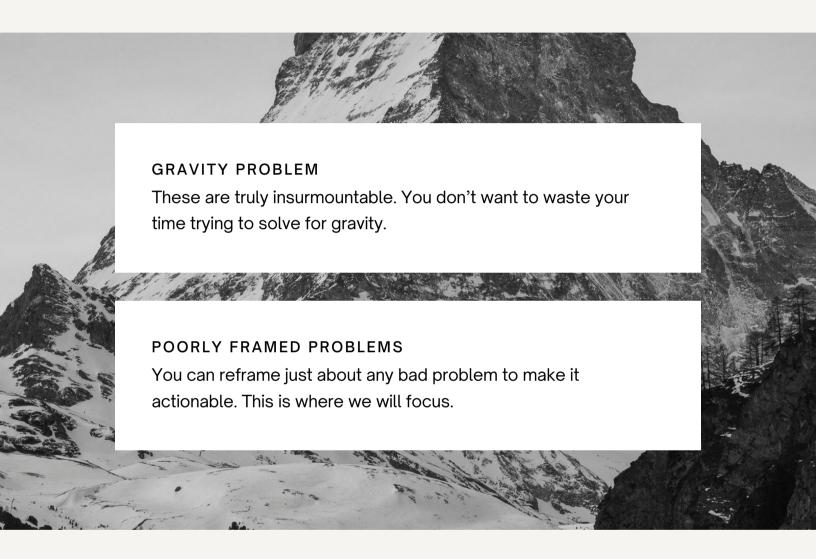
YOU MADE THE BOX WHEN YOU FRAMED THE PROBLEM, AND YOU CAN CHANGE THE FRAME WHEN YOU NEED TO

Some problems SOUND like they have no solutions. "My boss is a jerk", "I'm a single parent, and there aren't enough hours in the day" "I'll never get out of a minimum wage paying job" "My boss doesn't even know I exist"

How can you reframe? The solution is in the details.

Don't add to your burden by making your problems bigger than they are.

THESE REALLY BIG PROBLEMS COME IN 2 FORMS:



How to analyze: you first ask "what's going on" (listen to a long answer), then ask **"what's really going on?"**



STEP 1

My boss is a jerk, so I'll never be recognized.

STEP 2

Strip out the extra drama and ask "what biases, reactions, or embedded solutions find their way into the description of the issue". This is weighing it down unnecessarily. Putting that extra drama in your problem's description makes it harder to design a solution.

Jerk – a dramatic component #1. Is he a jerk or does he not provide feedback? Does calling him a jerk help when coming up with ways to make the job better?He could just be back at feedback but categorizing him as a jerk doesn't help.

Component #2 (**JUST** a jerk) Meaning he's a jerk all the time. By saying this, you're saying it will never change. Being a poor feedback provider is unlikely to change, but it opens the door to solutions.

Component #3 (**Never** going to get **any**" recognition) This is completely inflexible. It also implies 2 things, that Validation has to come from work, and without the bosses appreciation, you'll never get any. You don't want this "upgrade" to your problem.



STEP 3

Ask **what's really going on?** Take the insights from step 2 and reframe it. This is how you come up with your MAP. Ask "how might I"

The Minimum Actionable Problem (MAP)

MAP 1 My boss doesn't give feedback, so how might I receive appreciation from someone else in my organization?

MAP 2

My boss has many qualities except appreciation, so how might I get affirmation from other sources whom I respect?

MAP 3

Feedback isn't something that happens at work, so how might I reframe work satisfaction and be appreciated outside of work?



What do these maps give us?

Map 1: You can prototype lots of things. Set up a coffee with other managers, solicit feedback, practice giving feedback etc.

Map 2: Expanded sources of feedback. Can you get it from colleagues? Friends?

Map 3: If this is true, you can talk to colleagues in other departments or find your appreciation elsewhere. Here, we accept the limitations and focus our energy on being appreciated outside of work.

THERE ARE LOTS OF WAYS TO FIND APPRECIATION - IS THE BOTTOM LINE.



Zooming Out

Ask yourself... "**Maybe** this isn't about my boss. Maybe it's coming from **someplace else**." This opens the possibility for personal reflection. **Often, when things are very dramatic, our own baggage is hiding there.**

Do you have some history about not feeling appreciated as a kid? Could my seeking appreciation be because I am not giving in my work and life? Could it be that I'm not good at soliciting feedback?

You start to brainstorm all kinds of actionable ideas.

You must recognize that you're going for an acceptable resolution, not a perfect solution.

Often, our solutions are anchored by fear. It's comfortable to hold on to the familiar. When redesigning your life, you need to have courage... feel the fear, an keep moving; designing your way forward.



OVERWHELMED? 04

Dysfunctional Belief: I can't possibly make this work.

Reframe: I chose this on some level, and can absolutely get myself out.

Sometimes we like our work, but we're just doing too much. Our inboxes are invading our lives. We know we're being swallowed and can't escape.

How do prevent overwhelm from becoming tournout?

The CHECKLIST

Ask yourself the following questions. You might be *experiencing overwhelm*.

Have you become cynical or critical at work??
Do you feel like you're dragging yourself to work?
Are you irritable or impatient with coworkers?
Do you lack satisfaction from your achievements?
Are you using substances to make you feel better?
Do you get headaches, backaches or other pains ?
THESE ARE SIGNS OF OVERWHELM, WHICH CAN LEAD TO BURNOUT.
how does overwhelm become tournout?

How does overwhelm lead to burnout?

The Mayo Clinic attributes it to a number of potential triggers:

Lack of control: you don't have autonomy at work.

Unclear job expectations: you don't know what's expected of you.

03 Bad culture: micromanagement, office bullies, politics etc. 05

()6

Poor job fit: you're completely disinterested.

Task overwhelm: your job is chaotic with too much to do.

07

)8

Lack of support: You feel isolated at work with no one to talk to.

04

02

Value mismatch: you don't agree with how the emplyer does business.

Work-life imbalance: you don't have time for family and friends.

Surnout is a completely different problem, that requires professional attention. Get some help if you need it.

HOW TO DEAL WITH

THE TWO types of OVERWHELM



01—Hydra Overwhelm

Think of hydra-overwhelm as a nine-headed monster. It feels like as soon as we kill one of it's nine heads, it immediately grows back.

Hydra Overwhelm commonly looks like this:

- too many responsibilities
- reporting to too many managers
- consolidating data from too many different sources
- delivering information to too many different people
- you are micromanaged
- you're working in isolation



02 - Happy Overwhelm

This feels like you've got too much of a good thing.

In this case, you've liely volunteers for too much. You job is challenging and fun, but you're just doing too much.

the solution for both these types of overwhelm is to do less and get

control over your time.

How to Overcome Hydra Overwhelm:



MAKE A LIST OF THE TASKS YOU'RE DOING, THEN PICK 1 OR 2 THAT YOU CAN MODIFY, SKIP OR WORKAROUND.

Figure out the smallest move with the largest impact. This also prevents you from doing "busywork", feeling disengaged to feel like your work has strategic importance.



IF THE ROUTE CAUSE IS CONSOLIDATING DATA FROM TOO MANY SOURCES:

Ask (with empathy for your boss) for a way to consolidate the data in a way that works to everyone's advantage.



IF THE ROUTE CAUSE IS ISOLATION:

Take the lead on organizing a snack run with your colleagues, organizing workouts, walks, or lunches to inspire conversation. HOW TO

Talk to *Your boss.*

Above all else, you want to have **empathy** for your boss' needs and situation. You want to approach this from a perspective of increasing your productivity and contributing to the company's vision. Say, "I need your help in finding a way where I can..."

- come in later on Thursdays
- upgrade my version of this software
- change the weekly report to a monthly report
- split my clients into 2 groups
- you get the idea...



How to Overcome Happy Overwhelm:



THE SOLUTION IS ALWAYS DELEGATION

Some people feel trapped in a box that they've made (business owners). You can design a solution and you don't' have to ask permission. There's a way out:



STEP 1

Remember you're in charge. It's easy to forget that you run the business, not the other way around.



STEP 2

The 1 rule in business is don't run out of money. As long as your covering expenses you get to stay in business.



MINDSET AND CAREER ARC

Dysfunctional Belief: I don't' like my job and I don't know what to do. Reframe: I have the power to reframe and redesign any situation or job.

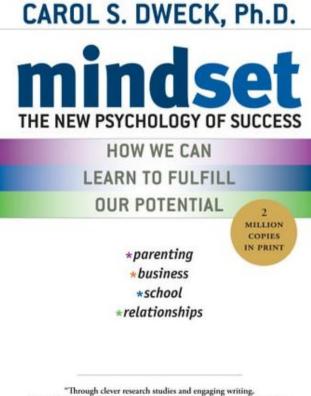
()5

Where does job satisfaction come from?

When we feel stuck, we externalize the blame, which get's us nowhere.

You have to start asking "who's the boss of me?" You are the creative agent and have the power to make the changes you need and want. If you're feeling this way, it's time to re-design your work experience. LET'S DIVE INTO

THE WORK of CAROL DWECK



"Through clever research studies and engaging writing, Dweck illuminates how our beliefs about our capabilities exert tremendous influence on how we learn and which paths we take in life." —BILL GATES, Gates/Noter

CAROL DWECK OF STANFORD SAYS THERE ARE 2 MINDSETS - FIXED AND GROWTH Believing that your qualities are carved in stone - the fixed mindset creates an urgency to prove yourself over and over. Whereas a growth mindset is based on the belief that your basic qualities are things you can cultivate through your efforts, your strategies, and help from others; and that a person's true potential is unknown..

CAROL DWECK

FIXED MINDSET

The belief is that abilities are fixed and talents connot be changed. Natural abilities are how we succeed. "I'm just not creative" or "I suck at sales"

GROWTH MINDSET The perspective here is that "anything can be developed"

"Dancing appears glamorous, easy, delightful. But the path to the paradise of the achievement is not easier than any other. There is fatigue so great that the body cries, even in its sleep. There are times of the body cries, even in its sleep. There are times of the body cries. There are daily small deaths.

Martha Graham



Angela Duckworth at a lecture I attended at Rotman in 2017

Fixed mindset people are more fragile during setbacks and give up sooner. They think "it's not my fault"

People with a *growth* mindset persist, even if they're not good when they start.

THEY'RE OPEN TO LEARN.

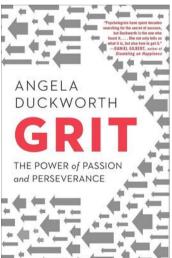
How to Train Yourself into a Growth Mindset

IT'S NOT EXACTLY BINARY. WE'RE ALL ON A CONTINUUM. IF YOU FEEL LIKE YOU'RE MORE "FIXED", TRY TO TRAIN YOURSELF TO BECOME MORE "GROWTH ORIENTATED".



How to start cultivating a growth mindset:

- Identify when you slip into fixed and ask what triggers it. Is it when you hit a
 problem you can't solve (I'm dumb), when you procrastinate (I'm lazy) or when you
 fail to speak up for yourself (I'm shy) or if you fail to take a stand (I'm a coward)
- When you notice it try to reframe it. Tell a better story. Instead of "I'm dumb", say "I'm really struggling and would love some new ideas. Who can I ask for some help?"





ANGELADUCKWORTH.COM/GRIT-SCALE

Grit is the ability to persevere. This is very important to cultivate.

The 4 FACTORS that people with GRIT *have in common*

THEY START WITH ENJOYING WHAT THEY DO

To keep going, you need to be interested. They hold the designer's mindset of curiosity, which is a precursor to interest.

THE CAPACITY TO PRACTICE

They devote themselves to deliberate and wellinformed practice that leads to mastery. There is no end to practice.

03

()4

02

THEY HAVE PURPOSE

They believe that their work matters to someone or something greater then themselves

THEY ARE HOPEFUL PEOPLE

Hope keeps you going when things get tough and your plans aren't working. hope is realted to optimism and a deeper sense that their mission is possible. SO NOW YOU'RE CULTIVATING YOUR GROWTH MINDSET AND BECOMING "GRITTY",

Now, it's time to look at what motivates us to work in the first place.



The Career ARC

THE RESEARCH ON HUMAN MOTIVATION, CALLED "SELF DETERMINATION THEORY" SAYS THAT WE ARE INTRINSICALLY MOTIVATED ANIMALS, AND, IN ADDITION TO RESPONDING TO EXTERNAL MOTIVATIONS, A FULL UNDERSTANDING OF HUMAN MOTIVATION REQUIRES AN UNDERSTANDING OF OUR INNATE NEEDS FOR: **AUTONOMY**, **RELATEDNESS** AND **COMPETENCE**.

BREAKING OUR NEEDS DOWN:

AUTONOMY

The most basic need is to **control** our own life. We all want to control what we do, with whom we do it and when we do it. In work, this looks like doing what you need to do **better than is required**. When you **overdeliver**, good things start to happen. Bring in fresh flowers, leave things better than you found them, make the workplace more efficient etc.

RELATEDNESS

We have a need to **connect** with others. We want to **collaborate** well; be **empathetic** to the needs of others etc. We aren't very strong or fast by nature and depend on each other for survival. This shows up at work too. Being part of a team and doing your part feels good. Being isolated work in the opposite direction – and is unlikely where you will do your best work.

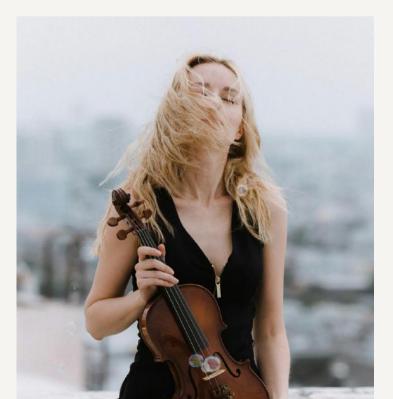
COMPETENCE

We all want to be **good at what we do**, some even the best. We want to feel that our work is valued. If we're disengaged, we don't' care about improving, much less mastering the skills to do the job well. 2 areas to invest in here: **places we're naturally good at** and **places of weakness**. Both are equally important. When there is a gap between your skill and the job requirement – make it an opportunity to grow.

Autonomy, relatedness and competence are part of your intrinsic motivation system

Everyone has these motivations, and when you feel these are satisfied at work, you're likely to do your best work, feel connected to your colleagues and experience for as meaningful.

This is what it means to develop an ARC for your career





PASSION ISN'T THE STARTING POINT

Focus on designing a job you love right now - which includes one that maximizes your growth and potential and pays attention to your intrinsic motivation. Odds are, you'll start to find your passion in it.

Change your self talk from doubtful to positive and tell the story out loud. Become a creative worker and great collaborator.

Don't be too concerned if you're not passionate about your work. It takes time. If you're paying attention, you will understand if what you're doing is leading you there.

Let's do a final recap of part l:

- $\left(1\right)$
- We learned what design thinking is, and how we can use it as the lens through which we see our jobs and careers.
- 2 We discussed in detail 3 of the design thinking mindsets, **curiosity**, **action** and **reframing**.
- 3 We discussed the "good enough for now" outlook, and how it can open us up to finding solutions.
- 4 We created a **good times journal,** where we gained awareness about what part of work we actually **like**.
 - We learned how to create our **maker mix board** and **impact map**.
- 6

4

5

We learned how to reframe our problems, creating a **minimum actionable problem** (MAP)

- We discussed the **2 types** of **overwhelm**, and how to prevent this from turning into **burnout**.
- 4

4

We learned **Carol Dweck's** theories on mindset and Angela Duckworth's work on **GRIT**.

We discussed where **passion** comes from and what **motivates us to work**



thank you!

WHAT'S NEXT?

Really put some time into thinking about these elements of your work life. In part 2, we will discuss how to gain influence at work, how to pivot your career, change careers completely, quit well, learn how to cope through disruptive times (single motherhood anyone? COVID?), how to go "out on your own" and more.



SINGLE MOM BY DESIGN

SINGLEMOMBYDESIGN.CA | @SINGLEMOMBYDESIGN

All content, imagery and copy ${\rm C}$ 2024 single mom by design This guide and all copy therein cannot be redistributed, copied, or sold.